



Greater St. Joseph Area
MPO
Metropolitan Planning Organization

TITLE VI PROGRAM

Approved by the Coordinating Committee
Date: 18 November 2021

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Funding Notes:

This report was funded in part through grants from the Federal Highway Administration, Federal Transit Administration, and the U.S. Department of Transportation. The views and opinions of the authors or agency expressed herein do not necessarily state or reflect those of the U.S. Department of Transportation.

Title VI Note:

The MPO hereby gives public notice that it is the policy of the agency to assure full compliance with Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, Executive Order 12898 on Environmental Justice, and related statutes and regulations in all programs and activities. Title VI requires that no person in the United States of America shall, on the grounds of race, color, sex, or national origin, be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which MPO receives federal financial assistance. Any person who believes they have been aggrieved by an unlawful discriminatory practice under Title VI has a right to file a formal complaint with MPO. Any such complaint must be in writing and filed with MPO's Title VI Coordinator within one hundred and eighty (180) days following the date of the alleged discriminatory occurrence. For more information, or to obtain a Title VI Discriminatory Complaint Form, please see our website at <https://www.stjoemo.info/1004/Title-VI>.

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Title VI Assurances

SJATSO agrees to comply with all provisions prohibiting discrimination on the basis of race, color, or national origin as outlined in Title VI of the Civil Rights Act of 1964, including, 42 U.S.C. 200d et seq., and the U.S. DOT regulations for “Nondiscrimination in Federally-Assisted Programs of the Department of Transportation – Effectuation of Title VI of the Civil Rights Act,” in 49 CFR part 21.

SJATSO assures that no person shall, as provided by Federal and State civil rights laws, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity.

SJATSO further ensures every effort will be made to practice non-discrimination in all programs and activities, whether those programs and activities are federally funded or not.

SJATSO meets the objectives of the FTA Master Agreement, which governs all entities applying for FTA funding (including SJATSO and its third-party contractors) by promoting actions that:

- A.** Ensure that the level and quality of transportation service is provided without regard to race, color, or national origin.
- B.** Identify and address, as appropriate, disproportionately high and adverse effects of programs and activities on minority populations and low-income populations.
- C.** Promote the full and fair participation of all affected Title VI populations in transportation decision making.
- D.** Prevent the denial, reduction, or delay in benefits related to programs and activities that benefit minority populations or low-income populations.
- E.** Ensure meaningful access to programs and activities by persons with Limited English Proficiency (LEP).

Introduction

What is SJATSO?

The St. Joseph Area Transportation Study Organization (SJATSO) is the federally designated Metropolitan Planning Organization for the region. A **Metropolitan Planning Organization (MPO)** is a regional decision-making body composed of elected officials, state and federal partners, and city staff from the metropolitan area. The MPO is charged with producing federally required transportation policy and planning documents as well as ensuring an inclusive public participatory process is followed.

The transportation planning process at SJATSO is overseen by the Technical Committee, (made up of local transportation professionals such as engineers, MPO staff, and technical experts) which provides technical support and recommendations to the Coordinating Committee, the ultimate decision-making body (made up of local elected or appointed officials such as city council members). SJATSO's bylaws determine the positions that should be represented on each committee. Additional advisory committees are appointed by the individual boards based upon need.

SJATSO seeks to build a stronger regional community through cooperation, leadership and planning surrounding transportation. Through SJATSO's leadership, area jurisdictions and diverse community interests collaborate to address the regions problems and identify the opportunities for cooperative solutions. These efforts, in turn, enhance the effectiveness of local government. SJATSO plays an active leadership role in strengthening the metropolitan community by providing:

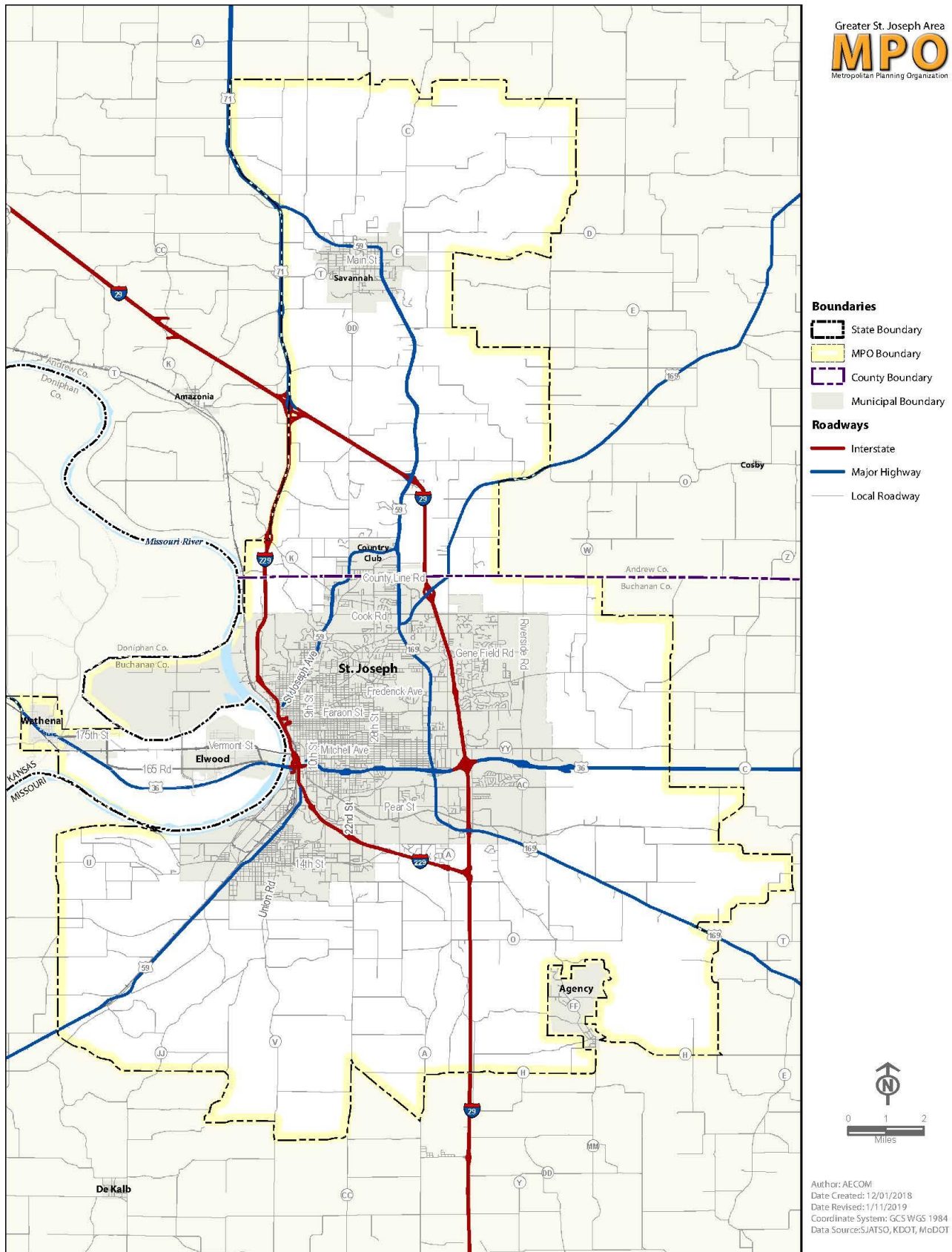
- A forum for addressing regional objectives and diverse community issues related to transportation
- Long-range transportation planning and public policy coordination
- Technical assistance and services to enhance the effectiveness of local government in in relation to transportation issues

SJATSO serves the tri-county St. Joseph Metropolitan region, which includes 5 separate city governments. The boundaries also continue across state lines, so the MPO contains portions of two counties in Missouri (Buchanan, and Andrew) and one in Kansas (Doniphan).

An **MPO** is an organization of representatives from surrounding local governments and agencies that collectively discusses transportation issues and opportunities for the entire metropolitan area. MPOs were first required by the Federal-Aid Highway Act of 1962 in all urbanized areas with a population greater than 50,000. SJATSO acts as a steward of federal transportation funds while ensuring regional transportation planning is **continuous, cooperative, and comprehensive.**

Figure 1 - MPO Boundaries

Source: 2045 MTP, Chapter 1 - Overview of the MTP Process



SJATSO Boards and Committees

SJATSO's Coordinating Committee (Policy Board) consists of locally elected and appointed leaders (individuals appointed to their positions directly by locally elected officials such as mayors or commission members) to represent their local government. The Technical Committee oversees transportation planning at, by providing technical support and recommendations to the Coordinating Committee.

SJATSO's bylaws determine the positions that should be represented on each committee. The voting positions for each committee are as follows:

Coordinating Committee/Policy Board

- One (1) Buchanan County Commissioner
- One (1) Andrew County Commissioner
- One (1) Doniphan County Commissioner
- Three (3) St. Joseph City Council Members
- One (1) St. Joseph City Manager
- One (1) Citizen At-Large (A representative of the community appointed by the committee for a three (3) year term)
- One (1) Elected official from another city in Andrew County or Doniphan County within the transportation planning area (city appointed by the committee for a three (3) year term)

Technical Committee

- Ten (10) seats from the City of St. Joseph
- One (1) seat from the Kansas Department of Transportation (KDOT)
- One (1) seat from the Missouri Department of Transportation (MoDOT)
- One (1) seat from Country Club Village
- One (1) seat from the City of Elwood
- One (1) seat from the City of Savannah
- One (1) seat from the City of Wathena
- One (1) seat from Andrew County
- One (1) seat from Buchanan County
- One (1) seat from Doniphan County

Additional committees are formed based upon need. The following committees have been formed in the past and can be re-formed for recurring needs: Safety Working Group; Transit Working Group; Section 5310 Committee; Bicycle and Pedestrian Working Group; and the Freight and Economic Development Working Group, among others. The covid-19 pandemic caused many of the temporary committees to be put on hold. As the pandemic subsides, SJATSO will continue to advocate to restart such committees. Staff encourages active participation from women and minorities in our committees and working groups.

Metropolitan Demographic Profile

The MPO maintains a variety of statistical information on the population within the Metropolitan Planning Area. As illustrated by Figure 1, the MPO boundaries extend north past Savannah and just south of Agency township. The western boundary includes Wathena, Elwood, and Rosecrans Memorial airbase. The eastern boundary is roughly one third of the way to Stewartsville. The area is roughly 27.5 miles long and 15 miles wide and contains 5 municipalities.

The following tables provide a demographic profile of the metropolitan area, which encompasses the; City of St. Joseph; City of Savannah; City of Wathena; City of Elwood; the Village of Country Club; and parts of Buchanan, Andrew, and Doniphan Counties. The total population of SJATSO includes approximately 126,173 individuals (See Table 1). The tables also compare the metropolitan area to the states of Missouri and Kansas, as well as national data.

Map figures also compare data to areas directly bordering the boundaries of the MPO. These figures help apply visual data to the region to allow for different levels of comparison.

The data collected by the Census Bureau provides SJATSO with the ability to better understand the needs and accessibility levels of all residents in the metropolitan area. Such data allows SJATSO to better serve the needs of the community, as it helps to describe the populations SJATSO serves.

Table 1 - Age and Sex of Population

Source: U.S. Census: American Community Survey 5 Year Estimate Subject Tables, 2019 Vintage, Table ID S0101, Age and Sex

Age and Sex								
	SJATSO		Missouri		Kansas		Nation	
Total Pop.	126,173		6,104,910		2,910,652		324,697,795	
	Male	Female	Male	Female	Male	Female	Male	Female
Age, Years								
Under 5	4,005	3,603	190,266	181,304	97,911	93,202	10,112,614	9,655,056
5-9	3,672	3,655	194,254	185,863	101,650	98,296	10,276,829	9,880,648
10-14	4,052	3,997	201,182	191,693	103,190	97,581	10,708,022	10,219,256
15-19	4,255	3,835	203,721	192,184	103,016	98,028	10,840,204	10,367,982
20-24	4,509	3,622	211,492	202,902	114,366	101,133	11,295,219	10,719,889
25-29	4,857	4,022	208,704	206,547	100,285	92,836	11,737,463	11,331,857
30-34	4,824	3,728	199,400	198,756	96,321	93,513	11,073,985	10,887,110
35-39	4,887	3,389	194,276	192,901	93,812	91,887	10,520,984	10,550,321
40-44	4,017	3,476	172,941	178,065	85,149	82,465	9,904,665	10,002,861
45-49	3,818	3,632	182,889	188,193	84,321	83,230	10,257,989	10,469,781
50-54	4,423	4,025	196,184	202,661	88,198	89,464	10,494,113	10,850,737
55-59	4,549	4,224	205,640	220,688	94,711	96,262	10,510,995	11,143,260
60-64	4,136	4,136	191,373	204,106	86,971	93,527	9,635,234	10,466,925
65-69	3,272	3,532	152,990	172,875	71,715	75,980	7,945,292	8,895,507
70-74	2,316	2,594	116,331	135,530	49,995	56,635	5,857,722	6,843,745
75-79	1,653	2,061	79,726	101,735	33,707	42,908	3,984,034	4,929,902
80-85	1,076	1,607	51,262	71,503	23,275	32,705	2,533,303	3,525,274
+85	826	1,888	43,094	81,679	22,104	40,303	2,198,252	4,070,765

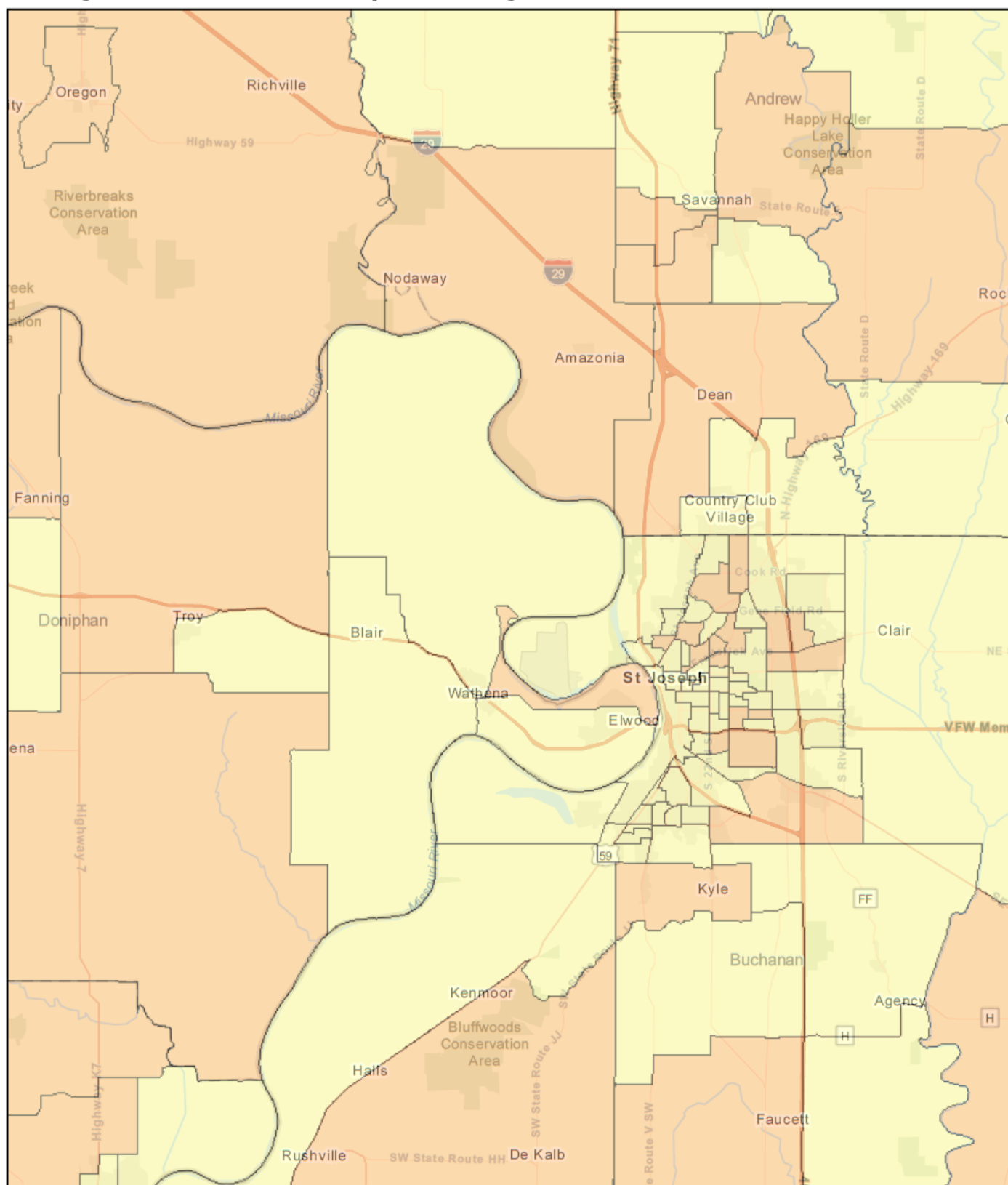
Table 1 Discussion

Table 1 contains the total population of different jurisdictions and the population distribution among different age groups. Current data for nonbinary individuals is not presented in this dataset.

Statistical differences in age between sexes do not appear until roughly age 70. This is the point where there are substantially more women than men in the population. This trend is especially apparent in larger populations. A gendered gap in age is important to keep in mind with transportation planning for older users of the transportation system. Men, women, and nonbinary individuals may run in different social circles, and may have different transportation needs to maintain those social circles. It is paramount that SJATSO be mindful of this while also allowing for equitable use of transportation systems for all social groups. SJATSO must work to support current social groups, without building infrastructure in a way that stifles or prohibits social groups to grow and change. SJATSO must be mindful of gendered stereotypes, and work to not harmfully perpetuate these stereotypes.

Age is a necessary element to consider in transportation planning, as transportation needs change with age. Young people must rely on driving adults, public transit, or active modes of transportation to travel safely. Many adults rely heavily on personal vehicles to travel to their destinations. Those without vehicles require access to public transportation or active transportation systems in order to safely travel to their destinations.

Figure 2 – Percent of Population Age 64 and Over



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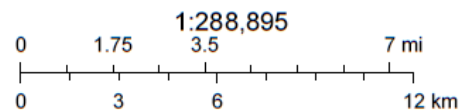
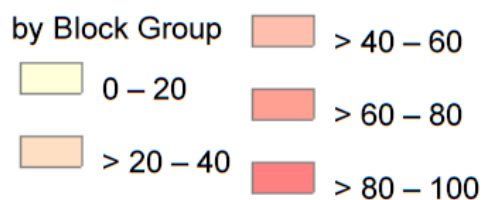


Table 2 - Disability by Sex, Race, and Ethnicity

Source: U.S. Census: American Community Survey 5 Year Estimate Subject Tables, 2019 Vintage, Table ID S1810, Disability Characteristics

Disability by Sex, Race, and Ethnicity								
	SJATSO		Missouri		Kansas		Nation	
	Total	% With Disability	Total	% With Disability	Total	% With Disability	Total	% With Disability
Civilian Noninstitutionalized Population	119,504	15.9%	5,990,637	14.6%	2,851,091	13.0%	319,706,872	12.6%
Sex								
Male	59,293	15.9%	2,919,594	14.7%	1,408,088	13.1%	156,259,228	12.5%
Female	60,211	15.9%	3,071,043	14.4%	1,443,003	12.9%	163,447,644	12.7%
Race and Ethnicity								
White alone	107,287	16.3%	4,933,008	14.8%	2,410,720	13.3%	232,172,242	13.1%
Black or African American alone	4,822	18.9%	675,889	15.1%	160,979	15.2%	39,984,233	14.0%
American Indian and Alaska Native alone	539	31.7%	26,094	24.2%	23,110	19.1%	2,683,257	16.9%
Asian alone	1,072	4.1%	119,525	5.9%	84,973	5.9%	17,831,734	7.1%
Native Hawaiian and Other Pacific Islander alone	562	12.8%	7,991	11.7%	2,224	11.1%	585,840	10.8%
Some other race alone	1,461	0.0%	70,251	7.0%	70,833	8.1%	15,852,150	8.3%
Two or more races	3,761	7.6%	157,879	13.6%	98,252	11.7%	10,597,416	10.9%
White alone, not Hispanic or Latino	103,449	16.4%	4,769,945	15.0%	2,168,459	13.9%	194,367,330	13.9%
Hispanic or Latino (of any race)	6,391	10.3%	250,169	8.9%	338,932	8.0%	57,729,655	9.0%

Table 2 Discussion

Table 2 describes the relationship of disability to sex, race, and ethnicity. Current data for nonbinary individuals is not presented in this dataset.

The table highlights the total population of noninstitutionalized civilians across multiple jurisdictions. No substantial difference in disability by gender exists at any level.

In the SJATSO region, the population of residents who identify as white alone is 107,287, with a disability percentage of 16.3%. Residents who identify as black alone number 4,822, with a disability percentage of 18.9%. The region has 539 residents who identify as Native American or Alaskan Native alone, with a 31.7% disability percentage. Residents who identify as Asian alone number 1,072 with a disability percentage of 4.1%. Native Hawaiians and Other Pacific Islanders alone number 562, with a disability rate of 12.8%. Residents who identify as another race alone number 1,461 and have a disability rate of 0.0%. Residents who identify as two or more races number 3,761 with a disability rate of 7.6%. Residents who identify as white alone and not Hispanic or Latino number 103,449 with a disability rate of 16.4%. Residents who identify as Hispanic or Latino number 6,391 with a disability rate of 10.3%.

In Missouri, residents who identify as white alone number 4,933,008 with a disability percentage of 14.8%. Residents who identify as black alone total 675,889 with a disability percentage of 15.1%. Native American or Native Alaskan residents number 26,094 with a disability percentage of 24.2%. 119,525 residents identify as Asian alone, with a disability percentage of 5.9%. Residents who identify as Native Hawaiian or Other Pacific Islander alone number 7,991 with a disability percentage of 11.7%. Residents who identify as some other race number 70,251, with a disability percentage of 7.0%. Residents who identify as two or more races number 157,879 with a disability percentage of 13.6%. Residents who identify as white alone and not Hispanic or Latino number 4,769,945 with a disability rate of 15.0. Hispanic or Latino residents number 250,169 with a disability percentage of 8.9%.

In Kansas 2,410,720 residents identify as white alone, with a disability percentage of 13.3%. Residents who identify as black number 160,979 with a disability percentage of 15.2%. American Indian or Alaskan Native residents alone number 23,110 with a disability percentage of 19.1%. 84,973 residents identify as Asian alone with a 5.9% disability percentage. Native Hawaiian or Other Pacific Islander residents number 2,224 with an 11.1% disability percentage. Residents who identify as some other race alone number 70,833 with a disability percentage of 8.1%. Residents who identify as two or more races number 98,252 with an 11.7% disability percentage. Residents who identify as white alone and not Hispanic or Latino number 2,168,459 with a

Table 2 Discussion continued

disability percentage of 13.9%. Hispanic or Latino residents number 338,932 with an 8.0% disability percentage.

Nationwide, 232,172,242 residents identify as white alone with a disability percentage of 13.1%. 39,984,233 residents identify as black alone with a disability percentage of 14.0%. American Indian or Alaska Native residents number 2,683,257 with a disability percentage of 16.9%. Asian residents number 17,831,734 with a disability percentage of 7.1%. Native Hawaiian or Other Pacific Islander residents number 585,840 with a disability percentage of 10.8%. 15,852,150 residents identify as some other race, with an 8.3% disability percentage. 10,597,416 residents identify as two or more races, with a disability percentage of 10.9%. Residents who are white alone and not Hispanic or Latino number 194,367,330 with a 13.9% disability percentage. Hispanic or Latino residents number 57,729,655 with a disability percentage of 9.0%.

Overall, percentages of disability trend lower for Asians, Native Hawaiians, other Pacific Islanders, and those who identify as another race. Percentages of disability trend higher for Black Americans, Native Americans, and Alaska Natives. This means that, as a share of population, many minority communities have a higher rate of disability, due to systemic issues surrounding health and access to care. Such disparate rates necessitate equitable transportation access and additional considerations in planning.

Table 3 - Disability by Age

Source: U.S. Census: American Community Survey 5 Year Estimate Subject Tables, 2019 Vintage, Table ID S1810, Disability Characteristics

Disability by Age								
	SJATSO		Missouri		Kansas		Nation	
	Total	% With Disability	Total	% With Disability	Total	% With Disability	Total	% With Disability
Civilian Noninstitutionalized Population	119,504	15.9%	5,990,637	14.6%	2,851,091	13.0%	319,706,872	12.6%
Sex								
Male	59,293	15.9%	2,919,594	14.7%	1,408,088	13.1%	156,259,228	12.5%
Female	60,211	15.9%	3,071,043	14.4%	1,443,003	12.9%	163,447,644	12.7%
Age								
Under 5 Years	7,608	0.6%	371,555	0.6%	191,078	1.0%	19,766,024	0.7%
5-17 Years	19,969	7.5%	1,005,372	6.2%	518,495	5.6%	53,528,426	5.5%
18-34 Years	26,308	7.8%	1,349,352	7.3%	656,632	7.1%	73,785,160	6.3%
35-64 Years	45,884	17.2%	2,294,937	15.5%	1,054,115	13.3%	123,138,389	12.6%
65-74 Years	11,352	27.0%	568,976	27.7%	250,566	25.4%	29,214,124	24.8%
+75 Years	8,383	52.9%	400,445	49.1%	180,205	49.5%	20,274,749	48.4%

Table 3 Discussion

Table 3 highlights associations between age and disability. Current data for nonbinary individuals is not presented in this dataset.

For all civilian noninstitutionalized persons, the percentage of disability in the SJATSO region is 15.9%; in Missouri the percentage is 14.6%; in Kansas the percentage is 13.0%; the national percentage is 12.6%. No significant difference exists between male and female share of disability at any level. An important note is that age groups do not have a constant range of ages in this table. This means no direct comparison can be made between population sizes of different age ranges. The ages are divided to roughly correlate with early childhood, childhood, young adulthood, adulthood, retirement, and retirement for more than 10 years.

In the SJATSO region, the population under 5 years old totals 7,608, with only 0.6% of that age group having a disability. The population 5- to 17-years-old totals 19,969, with a disability percentage of 7.5%. The population 18- to 34-years-old totals 26,308, with 7.8% of that population having a disability. The population of 35- to 64-year-olds totals 45,884, with 17.2% of that population having a disability. 65- to 74-year-olds total 11,352, with 27.0% of that population having a disability. The population 75 years and older demonstrates the sharpest increase in percentage of disability, with 8,383 residents in that age range, and 52.9% of that population having a disability.

In Missouri, the population under 5-years-old totals 371,555, with only 0.6% of that age group having a disability. The population of 5- to 17-year-olds totals 1,005,372, with 6.2% of that population having a disability. The population 18 to 34 years old numbers 1,349,352, with a disability percentage of 7.3%. The population 35 to 64 years old totals 2,294,937, with 15.5% of that population having a disability. The population of 65- to 75-year-olds totals 568,976, with 27.7% of that population experiencing a disability. The population 75 years and older totals 400,445, with a disability percentage of 49.1%.

In Kansas, the population less than 5 years old totals 191,078, with 1.0% of that population experiencing a disability. The population of 5- to 17-year-olds numbers 518,495, with 5.6% of that population having a disability. The population aged 18 to 34 years old totals 656,632, with a disability percentage of 7.1%. 35- to 64-year-olds total 1,054,115, with a disability percentage of 13.3%. The population 65- to 74-years-old totals 250,566, with a disability percentage of 25.4%. The population 75 years and older totals 180,205, with a disability percentage of 49.5%.

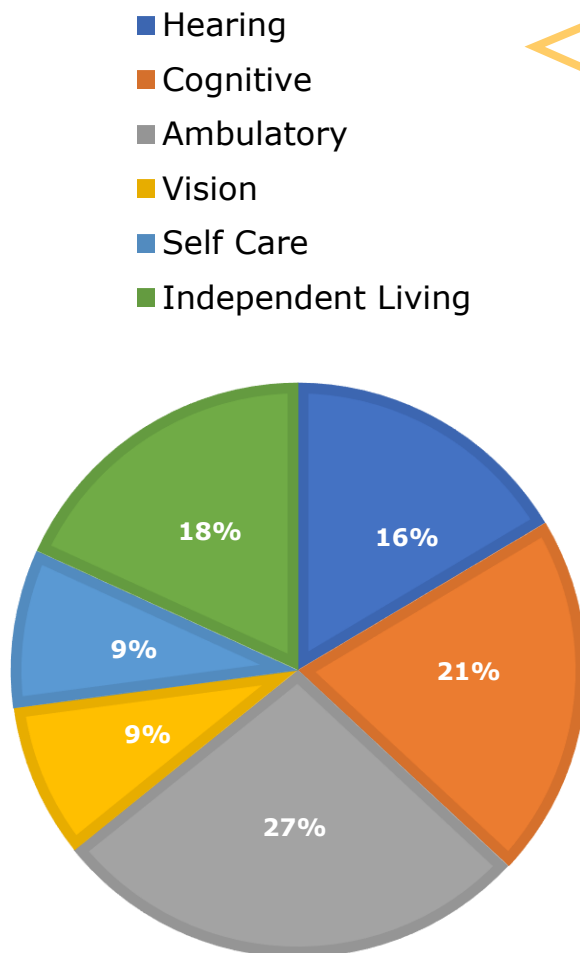
Nationwide, the population aged less than 5 years old totals 19,766,024, with a disability percentage of 0.7%. The population between the ages of 5 and 17 totals 53,528,426, with a disability percentage of 5.5%. The population aged

Table 3 Discussion continued

18- to 34-years-old totals 73,785,160, with 6.3% of that population experiencing a disability. The population of 35- to 64-years-olds numbers 123,138,389, with a disability percentage of 12.6%. 65- to 74-year-olds total 29,214,124, with a disability percentage of 24.8. Residents aged 75 years and older total 20,274,794, with a disability percentage of 48.4%

The data demonstrates that disability as a percentage of population has a significant positive correlation with age. Percentage of disability in aging populations is an important component to transportation planning, because it demonstrates one substantial way transportation needs can change with age. Figure 3 below further breaks down disability in the SJATSO region. Ambulatory difficulties make up the largest portion of disabilities at 27% of all disability. Cognitive difficulties follow closely behind at 21%. Independent living difficulties are the next most common at 18%. Hearing difficulties make up 16% of all disabilities in the region. Self-care and vision difficulties are the least common in the region, making up 9% of all disabilities each.

Figure 3 - Disability by Type in the SJATSO Region



American Community Survey Definitions of Disability:

Hearing – deaf or having serious difficulty hearing.

Cognitive – because of a physical, mental, or emotional problem, having difficulty remembering, concentrating, or making decisions.

Ambulatory – having serious difficulty walking or climbing stairs.

Vision – blind or having serious difficulty seeing, even when wearing glasses.

Self Care – having difficulty bathing or dressing.

Independent Living - because of a physical, mental, or emotional problem, having difficulty doing errands alone, such as visiting a doctor's office or shopping.

Table 4 - Educational Attainment: 18 to 44

Source: U.S. Census: American Community Survey 5 Year Estimate Subject Tables, 2019 Vintage, Table ID S1501, Educational Attainment

Educational Attainment: 18 to 44								
	SJATSO		Missouri		Kansas		Nation	
Total Pop.	126,173		6,104,910		2,910,652		324,697,795	
Level of Completion by Age	Male	Female	Male	Female	Male	Female	Male	Female
18-24	6,393	5,176	293,572	279,677	156,196	141,107	15,706,354	14,939,973
Less than high school	19.9%	12.5%	14.2%	10.5%	13.0%	10.0%	14.4%	10.8%
High school	40.9%	33.7%	35.2%	27.1%	32.2%	26.0%	34.6%	28.1%
Some college or associate's	33.2%	42.8%	42.1%	49.7%	46.0%	51.0%	41.9%	47.8%
Bachelor's or higher	6.0%	11.0%	8.4%	12.7%	8.8%	13.0%	9.2%	13.3%
25-34	9,681	7,750	408,104	405,303	196,606	186,349	22,811,448	22,218,967
High school or higher	86.5%	92.7%	91.4%	93.5%	90.6%	92.7%	89.5%	92.2%
Bachelor's or higher	18.1%	26.2%	30.0%	38.3%	32.2%	41.0%	31.7%	39.8%
35-44	8,904	6,865	367,217	370,966	178,961	174,352	20,425,649	20,553,182
High school or higher	87.1%	94.3%	90.0%	92.6%	88.9%	91.3%	87.2%	89.9%
Bachelor's or higher	20.2%	30.4%	30.6%	39.0%	33.8%	40.9%	32.9%	39.8%

Table 4 Discussion

Table 4 illustrates educational attainment levels for young and middle-aged adults broken down by gender. Current data for nonbinary individuals in these age ranges is not presented in this dataset. Total percentages within age groups may add to more than 100% due to how the data from the census is organized. The label of “High school or higher,” is inclusive of someone with a higher level of education, which would fall under the category of “Bachelor’s or higher”. This means that to combine the two percentages would double count those with bachelor’s degrees.

For 18- to 24-year-olds, a gendered pattern emerges. Among levels of education for men in the SJATSO region, 19.9% have less than a high school diploma, 40.9% have a high school diploma or equivalent, 33.2% have some college or associate’s degree, and 6.0% have a bachelor’s degree or higher. Among women in the SJATSO region, 12.5% have less than a high school diploma, 33.7% have a high school diploma or equivalent, 42.8% have some college or associate’s degree, and 11.0% have a bachelor’s degree or higher. Among men in Missouri, 14.2% have less than a high school diploma, 35.2% have a high school diploma or equivalent, 42.1% have some college or associate’s degree, and 8.4% have a bachelor’s degree or higher. For women in Missouri, 10.5% have less than a high school diploma, 27.1% have a high school diploma or equivalent, 49.7% have some college or associate’s degree, and 12.7% have a bachelor’s degree or higher. Among men in Kansas, 13.0% have less than a high school diploma, 32.2% have a high school diploma or equivalent, 46.0% have some college or associate’s degree, and 8.8% have a bachelor’s degree or higher. For women in Kansas, 10.0% have less than a high school diploma, 26.0% have a high school diploma or equivalent, 51.0% have some college or associate’s degree, and 13.0% have a bachelor’s degree or higher. Among men nationwide, 14.4% have less than a high school diploma, 34.6% have a high school diploma or equivalent, 41.9% have some college or associate’s degree, and 9.2% have a bachelor’s degree or higher. For women nationwide, 10.8% have less than a high school diploma, 28.1% have a high school diploma or equivalent, 47.8% have some college or associate’s degree, and 13.3% have a bachelor’s degree or higher.

For 25- to 35-year-olds trends are slightly less clear, likely due in part to more general groupings for levels of educational attainment, as well as the increased difficulty with achieving higher levels of education later in life due to systemic challenges, and the difficulty of juggling different life goals. In the SJATSO region, 86.5% of men in this age range have a high school diploma or higher, and 18.1% have a bachelor’s degree or higher. Of women in the SJATSO region, 92.7% have a high school diploma or higher, and 26.2% have a bachelor’s degree or higher. In Missouri, 91.4% of men have a high school diploma or higher, and 30.0% have a bachelor’s degree or higher. Of women in Missouri, 93.5% have a high school diploma or higher, and 38.3% have a bachelor’s degree or higher. In Kansas, 90.6% of men have a high school

Table 4 Discussion continued

diploma or higher, and 32.2% have a bachelor's degree or higher. Of women in Kansas, 92.7% have a high school diploma or higher, and 41.0% have a bachelor's degree or higher. Nationwide, 89.5% of men in this age range have a high school diploma or higher, and 31.7% have a bachelor's degree or higher. Among women nationwide, 92.2% have a high school diploma or higher, and 39.8% have a bachelor's degree or higher.

For 35- to 44-year-olds, similar patterns emerge. Among men in the SJATSO region, 87.1% have a high school diploma or higher, and 20.2% have a bachelor's degree or higher. For women in the SJATSO region, 94.3% have a high school diploma or higher, and 30.4% have a bachelor's degree or higher. For men in Missouri, 90.0% have a high school diploma or higher, and 30.6% have a high school diploma or higher. Among women in Missouri, 92.6% have a high school diploma or higher, and 39.0% have a bachelor's degree or higher. In Kansas, 88.9% of men have a high school diploma or higher, and 33.8% have a bachelor's degree or higher. Among women, 91.3% have a high school diploma or higher, and 40.9% have a bachelor's degree or higher. Nationwide, 87.2% of men have a high school diploma or higher, and 32.9% have a bachelor's degree or higher. Among women nationwide, 89.9% have a high school diploma or higher, and 39.8% have a bachelor's degree or higher.

This chart as a whole demonstrates a significant characteristic of the population. Men tend to outnumber women in the general population of smaller geographies, but percentage of educational attainment is extremely high for women compared to men. Therefore, educated women outnumber educated men by a significant margin, even accounting for the smaller population of women in smaller geographies.

Table 5 - Educational Attainment: 45 and Up

Source: U.S. Census: American Community Survey 5 Year Estimate Subject Tables, 2019 Vintage, Table ID S1501, Educational Attainment

Educational Attainment: 45 and Up								
	SJATSO		Missouri		Kansas		Nation	
Total Pop.	126,173		6,104,910		2,910,652		324,697,795	
Level of Completion by Age	Male	Female	Male	Female	Male	Female	Male	Female
45-64	16,926	16,017	776,086	815,648	354,201	362,483	40,898,331	42,930,703
High school or higher	88.5%	91.9%	89.3%	91.5%	90.7%	92.5%	87.3%	89.4%
Bachelor's or higher	17.5%	23.4%	26.5%	29.4%	31.8%	34.2%	30.2%	31.7%
+65	9,143	11,682	443,403	563,322	200,796	248,531	22,518,603	28,265,193
High school or higher	86.0%	84.5%	86.7%	85.5%	90.2%	89.8%	85.2%	83.8%
Bachelor's or higher	21.7%	15.2%	27.8%	19.4%	33.0%	24.4%	32.7%	23.3%

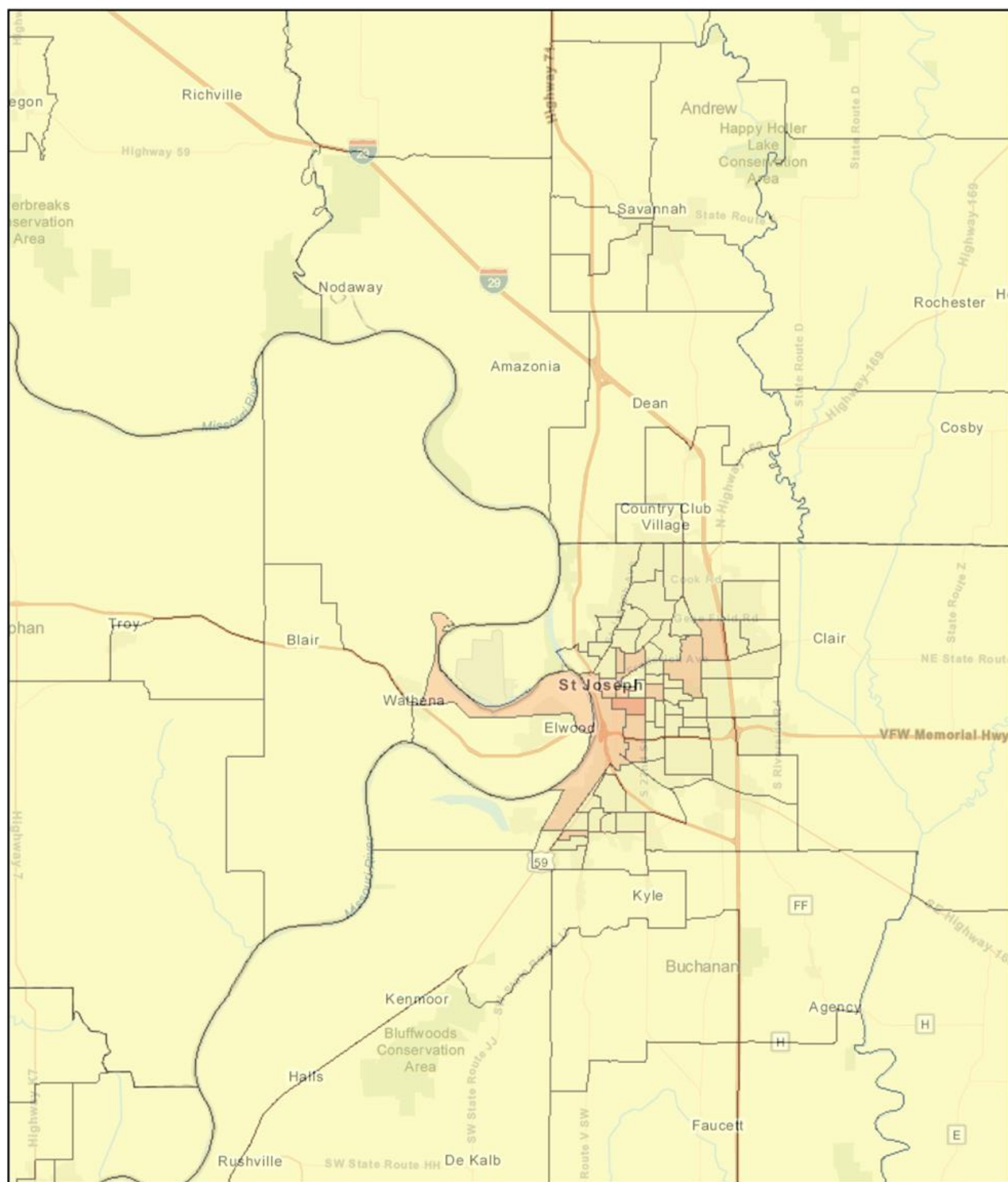
Table 5 Discussion

Table 5 shows educational attainment levels for residents 45-years-old and older. Current data for nonbinary individuals is not presented in this dataset.

The age group of 45- to 64-year-olds, demonstrates a different pattern than their younger counterparts. In the SJATSO region, 88.5% of men have a high school diploma or higher, and 17.5% have a bachelor's degree or higher. Among women in the SJATSO region, 91.9% have a high school diploma or higher, and 23.4% have a bachelor's degree or higher. In Missouri, 89.3% of men have a high school diploma or higher, and 26.5% have a bachelor's degree or higher. For women in Missouri, 91.5% have a high school diploma or higher, and 29.4% have a bachelor's degree or higher. In Kansas, 90.7% of men have a high school diploma or higher, and 31.8% have a bachelor's degree or higher. 92.5% of women in Kansas have a high school diploma or higher, and 34.2% have a bachelor's degree or higher. Nationwide for this age group, 87.3% of men have a high school diploma or higher, and 30.2% have a bachelor's degree or higher. Among women nationwide, 89.4% have a high school diploma or higher, and 31.7% have a bachelor's degree or higher.

For the age group of 65-year-olds and older, this pattern continues. For men in the SJATOS region, 86.0% have a high school diploma or higher, and 21.7% have a bachelor's degree or higher. Among women in the SJATSO region, 84.5% have a high school diploma or higher, and 15.2% have a bachelor's degree or higher. In Missouri, 86.7% of men have a high school diploma or higher, and 27.8% have a bachelor's degree or higher. For women in Missouri, 85.5% have a high school diploma or higher, and 19.4% have a bachelor's degree or higher. In Kansas, 90.2% of men have a high school diploma or higher, and 33.0% have a bachelor's degree or higher. Among women in Kansas, 89.8% have a high school diploma or higher, and 24.4% have a bachelor's degree or higher. Nationwide, 85.2% of men have a high school diploma or higher, and 32.7% of men have a bachelor's degree or higher. 83.8% of women nationwide at this age range have a high school diploma or higher, and 23.3% of have a bachelor's degree or higher. For this age group, at the level of completion of high school or higher, women outnumber men in every jurisdiction. Even with a lower percentage of the population of women having this level of educational attainment, the populations of men and women are so disparate that it outweighs the small percentage difference. At the level of completion of bachelor's degree or higher, men outnumber women, even though the population of men in this age group is substantially lesser than the population of women in the age group. This is a substantial shift from all other age groups, and likely marks a generational difference in educational achievement, especially given that – according to Table 1 – the population of women in this age group is greater than the population of men.

Figure 4 - Educational Attainment: Less than High School Diploma



8/27/2021

by Block Group

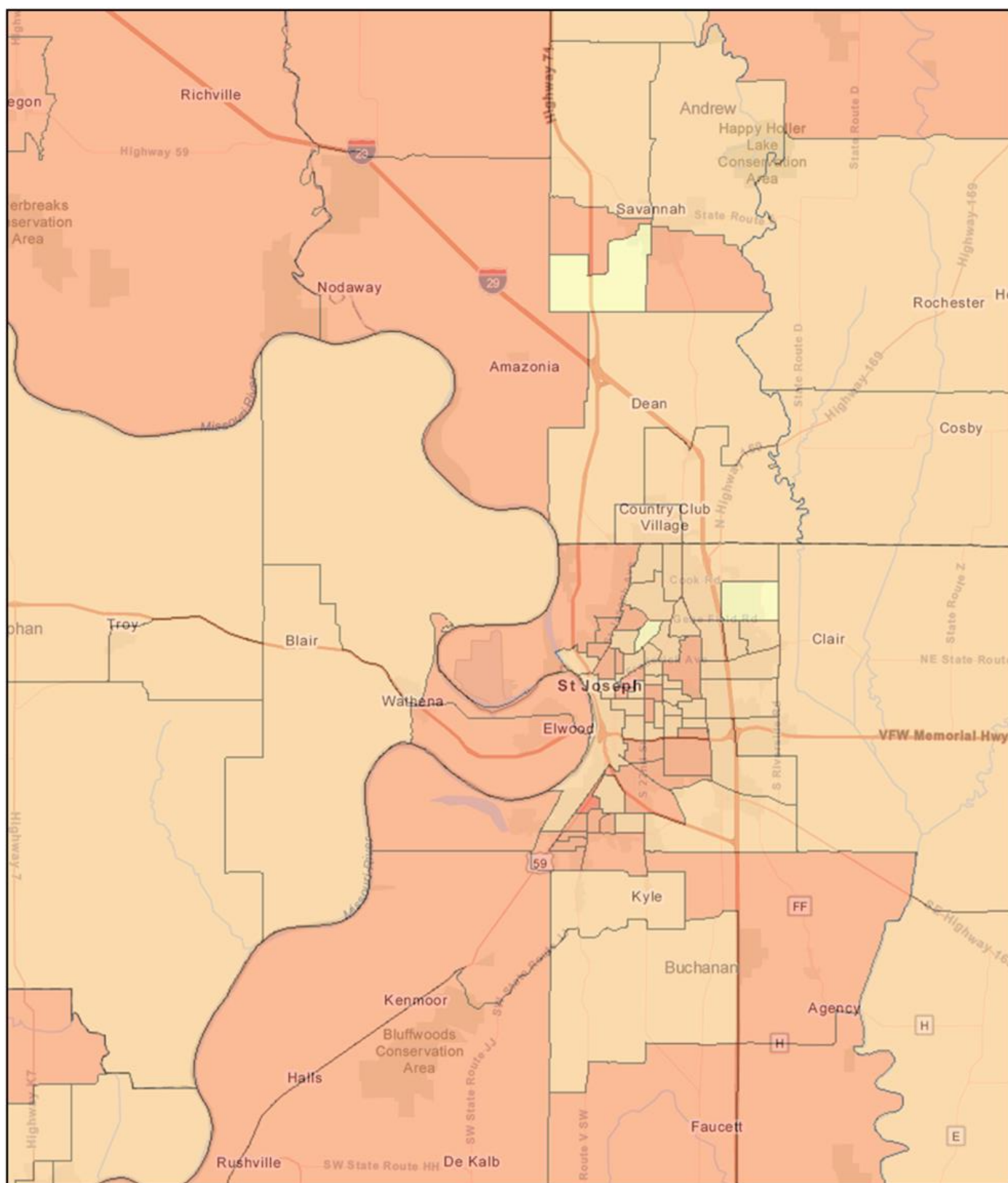
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Figure 5 - Educational Attainment: High School Diploma



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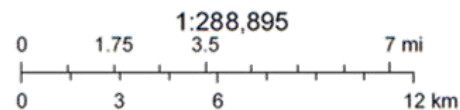
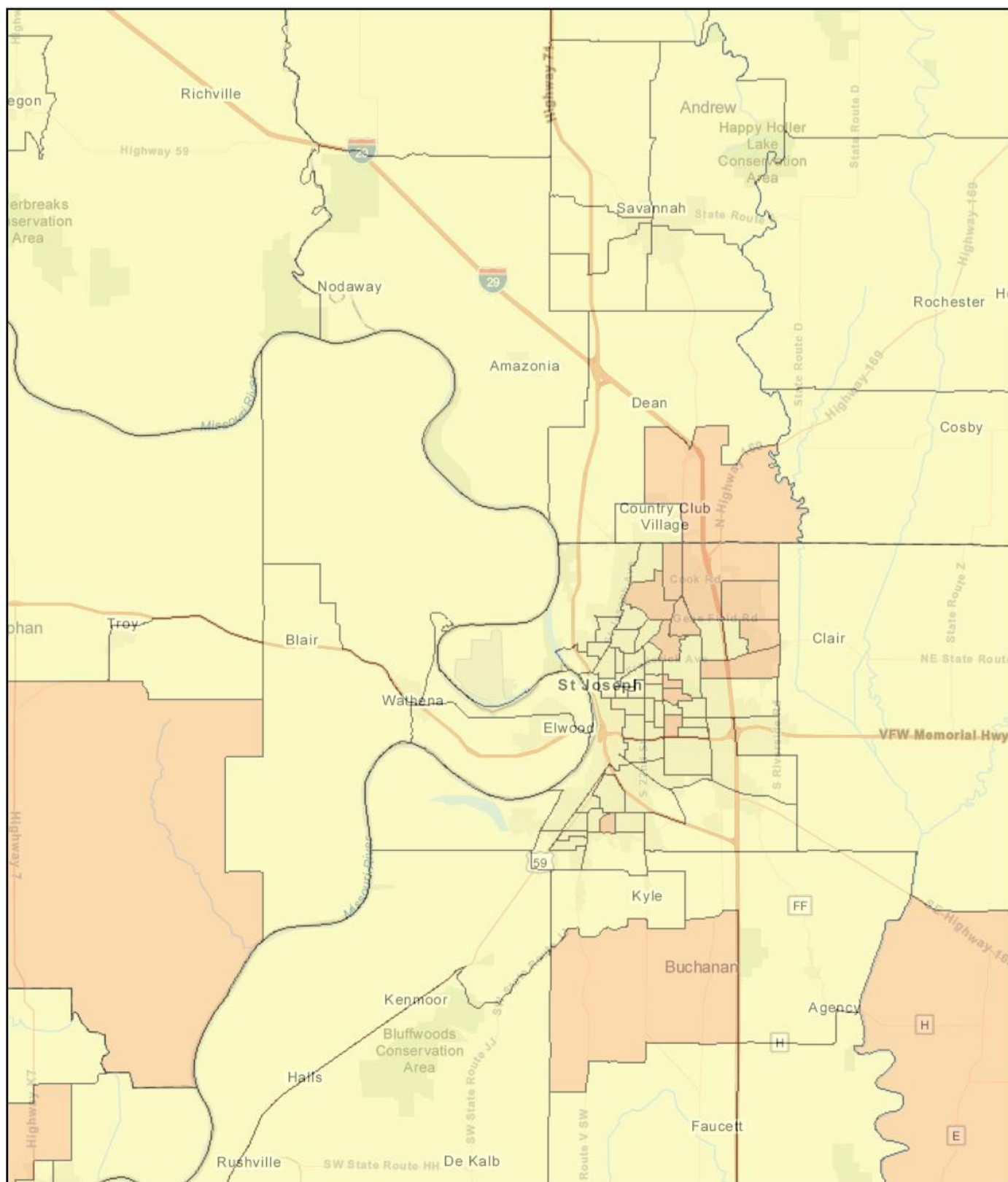


Figure 6 - Educational Attainment: Bachelor's Degree



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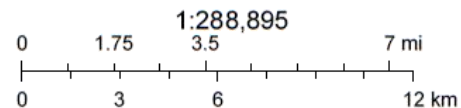
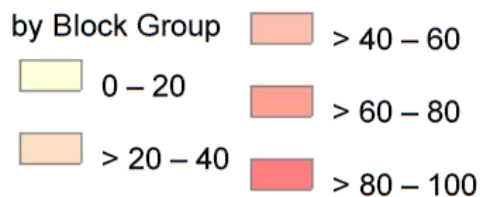


Table 6 - Employment Status

Source: U.S. Census: American Community Survey 5 Year Estimate Subject Tables, 2019 Vintage, Table ID S2301, Employment Status

Employment Status								
	SJATSO		Missouri		Kansas		Nation	
Age, Years	Labor Force Participation Rate	Employment /Population Ratio	Labor Force Participation Rate	Employment /Population Ratio	Labor Force Participation Rate	Employment /Population Ratio	Labor Force Participation Rate	Employment /Population Ratio
16-19	46.9%	41.4%	45.1%	37.9%	49.2%	41.9%	38.5%	31.4%
20-24	71.1%	64.8%	77.4%	70.3%	80.0%	71.1%	75.0%	66.4%
25-29	78.6%	73.3%	83.9%	78.5%	85.3%	79.3%	83.0%	76.9%
30-34	74.6%	71.3%	84.0%	79.7%	84.7%	80.6%	82.9%	78.1%
35-44	78.8%	77.2%	83.9%	80.5%	84.7%	81.4%	82.8%	78.9%
45-54	76.6%	74.0%	80.2%	77.3%	84.1%	81.5%	80.8%	77.5%
55-59	69.0%	67.7%	71.2%	69.0%	77.2%	75.1%	72.5%	69.8%
60-64	52.9%	51.7%	54.7%	53.4%	62.8%	61.4%	57.0%	55.2%
65-74	22.5%	22.2%	24.8%	24.2%	30.4%	29.8%	26.0%	25.1%
+75	6.2%	5.8%	6.5%	6.3%	7.6%	7.5%	6.8%	6.6%

Table 6 Definitions

The Labor Force Participation Rate is defined as the percentage of the eligible population which is either working or actively looking for work according to the [Bureau of Labor Statistics](#). Those who are unemployed and not actively searching for work are not included in this metric.

The Bureau also defines the Employment to Population Ratio as a measure that only includes those currently working as a ratio to the total population. Therefore, the difference between the two measures is roughly the percentage of persons not working but actively seeking employment.

This means that, for all age groups on Table 6, the Labor Force Participation Rate will always be higher than the Employment to Population Ratio.

Table 6 Discussion

Table 6 shows employment status and statistics.

In the 16- to 19-year-old age range, between 40% and 50% of the labor force is either working or searching for work, with the exception being the national level. At this level, less than 40% of the labor force is either working or searching for work. This is likely due to school obligations and family support, which allows many to not need to seek jobs at this point in their lives.

For age ranges 20-24, 25-29, 30-34, 35-44, and 45-54, both metrics are highly consistent. The metrics do not notably change or swing drastically within or between jurisdictions. The SJATSO region is the most variable, and the Labor Force Participation Rates does not drop below 71.1% or rise past 78.8%. The Employment to Population ratio does not drop below 64.8% or rise past 74.0%.

In Missouri, the Labor Force Participation Rate does not drop below 77.4% or rise past 84.0%. The Employment to Population ratio does not drop below 70.3% or rise past 80.5%. In Kansas, the Labor Force Participation Rate does not drop below 80.0% or rise past 85.3%. The Employment to Population ratio does not drop below 71.1% or rise past 81.5%. Nationwide, the Labor Force Participation Rate does not drop below 75.0% or rise past 83.0%. The Employment to Population ratio does not drop below 66.4% or rise past 78.9%.

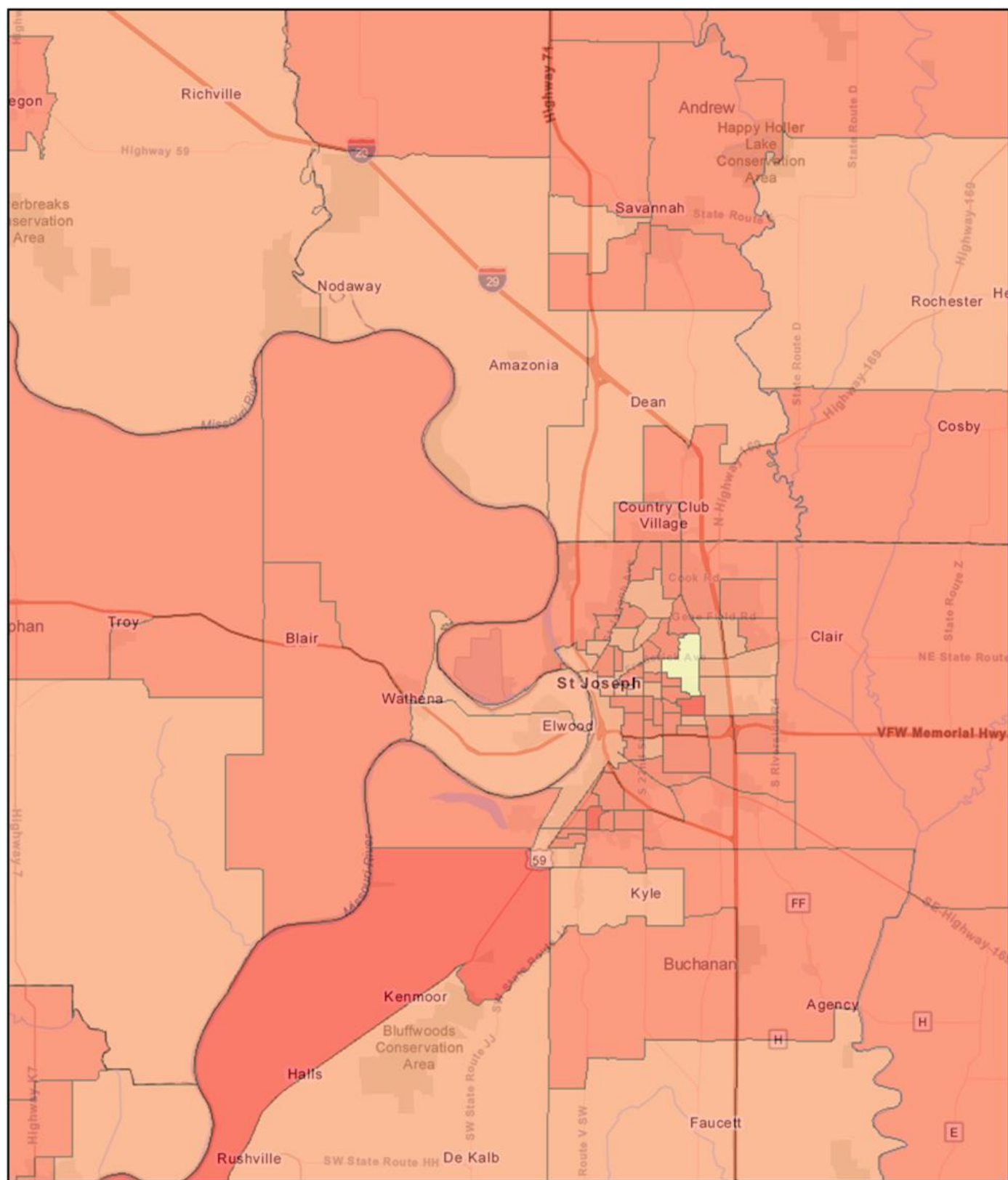
For 55- to 59-year-olds, the percentages begin to drop. The Labor Force Participation Rate and Employment to Population Ratio are, respectively; 69.0% and 67.7% in the SJATSO region; 71.2% and 69.0% in Missouri; 77.2% and 75.1% in Kansas; and 72.5% and 69.8% nationwide.

For 60- to 64-year-olds, percentages drop substantially. The Labor Force Participation Rate and Employment to Population Ratio are, respectively; 52.9% and 51.7% in the SJATSO region; 54.7% and 53.4% in Missouri; 62.8% and 61.4% in Kansas; and 57.0% and 55.2% nationwide.

For 65- to 75-year-olds, percentages drop dramatically. The Labor Force Participation Rate and Employment to Population Ratio are, respectively; 22.5% and 22.2% in the SJATSO region; 24.8% and 24.2% in Missouri; 30.4% and 29.8% in Kansas; and 26.0% and 25.1% nationwide.

For those older than 75, percentages drop precipitously. The Labor Force Participation Rate and Employment to Population Ratio are, respectively; 6.2% and 5.8% in the SJATSO region; 6.5% and 6.3% in Missouri; 7.6% and 7.5% in Kansas; and 6.8% and 6.6% nationwide. The extreme drops in the oldest age ranges are likely due to the retirement of many in the age range.

Figure 7 - Percent of Population in the Labor Force



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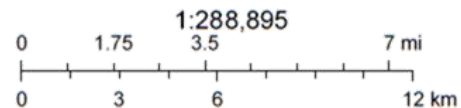
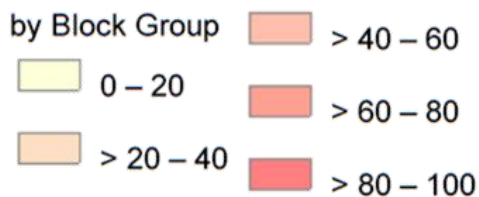


Table 7 - Homeowner/Renter Demographics: Race and Ethnicity

Source: U.S. Census: American Community Survey 5 Year Estimate Subject Tables, 2019 Vintage, Table ID S2502, Demographic Characteristics for Occupied Housing Units

Homeowner/Renter Demographics: Race/Ethnicity								
	SJATSO		Missouri		Kansas		Nation	
Housing Unit Occupied by:	Owner	Renter	Owner	Renter	Owner	Renter	Owner	Renter
Total Occupied Units	31,119	15,998	1,611,986	802,535	748,123	381,104	77,274,381	43,481,667
Race/ Ethnicity								
White	29,997	13,614	1,452,885	576,996	684,204	301,839	64,146,971	28,142,986
Black/African American	393	1,325	102,476	169,786	22,489	42,070	6,225,458	8,657,739
American Indian and Alaska Native	98	207	5,788	4,871	3,908	4,717	481,954	405,574
Asian	147	87	22,017	19,264	14,752	11,953	3,408,305	2,314,198
Native Hawaiian and Other Pacific Islander	8	183	625	1,424	214	328	65,857	94,713
Some other race	125	272	8,110	10,909	11,149	8,710	1,717,234	2,587,399
Two or more races	351	310	20,085	19,285	11,407	11,487	1,228,602	1,279,058
Hispanic or Latino origin	981	837	35,395	34,868	49,069	44,661	7,509,839	8,382,274
White alone, not Hispanic or Latino	29,268	13,272	1,427,648	555,289	648,434	268,865	58,727,627	22,914,494

Table 7 Discussion

Table 7 connects homeownership/rental status and race/ethnicity. In all jurisdictions, Owner-occupied Housing Units outnumber Renter-occupied Housing Units by almost 2 to 1.

In the SJATSO region, White residents make up 29,997 Owner-occupiers and 13,614 Renter-occupiers. Black residents make up only 393 Owner-occupiers, but 1,325 Renter-occupiers. For American Indian and Alaska Native, only 98 are Owner-occupiers, but 207 are Renter-occupiers. Asian residents more closely align with White residents, with 147 Asian residents being Owner-occupiers, while 87 are Renter-occupiers. For Native Hawaiian and other Pacific Islanders, only 8 are Owner-occupiers, while 183 are Renter-occupiers. For those who identified as some other race, 125 are Owner-occupiers, while 272 are Renter-occupiers. For those who identified as two or more races, 351 are Owner-occupiers and 310 are Renter-occupiers. For those of Hispanic or Latino origin, 981 are Owner-occupiers, while 837 are renter occupiers. For Whites alone who are not Hispanic or Latino, 29,268 are Owner-occupiers while only 13,272 are Renter-occupiers.

In Missouri, White residents make up 1,452,885 Owner-occupiers and 576,996 Renter-occupiers. Black residents make up only 102,476 Owner-occupiers, but 169,786 Renter-occupiers. For American Indian and Alaska Native, 5,788 are Owner-occupiers, and 4,871 are Renter-occupiers. For Asian residents, 22,017 are Owner-occupiers, while 19,264 are Renter-occupiers. For Native Hawaiian and other Pacific Islanders, 625 are Owner-occupiers, while 1,424 are Renter-occupiers. For those who identified as some other race, 8,110 are Owner-occupiers, while 19,285 are Renter-occupiers. For those who identified as two or more races, 20,085 are Owner-occupiers and 19,285 are Renter-occupiers. For residents of Hispanic or Latino origin, 35,395 are Owner-occupiers, while 34,868 are renter occupiers. For Whites alone who are not Hispanic or Latino, 1,427,648 are Owner-occupiers while only 555,289 are Renter-occupiers.

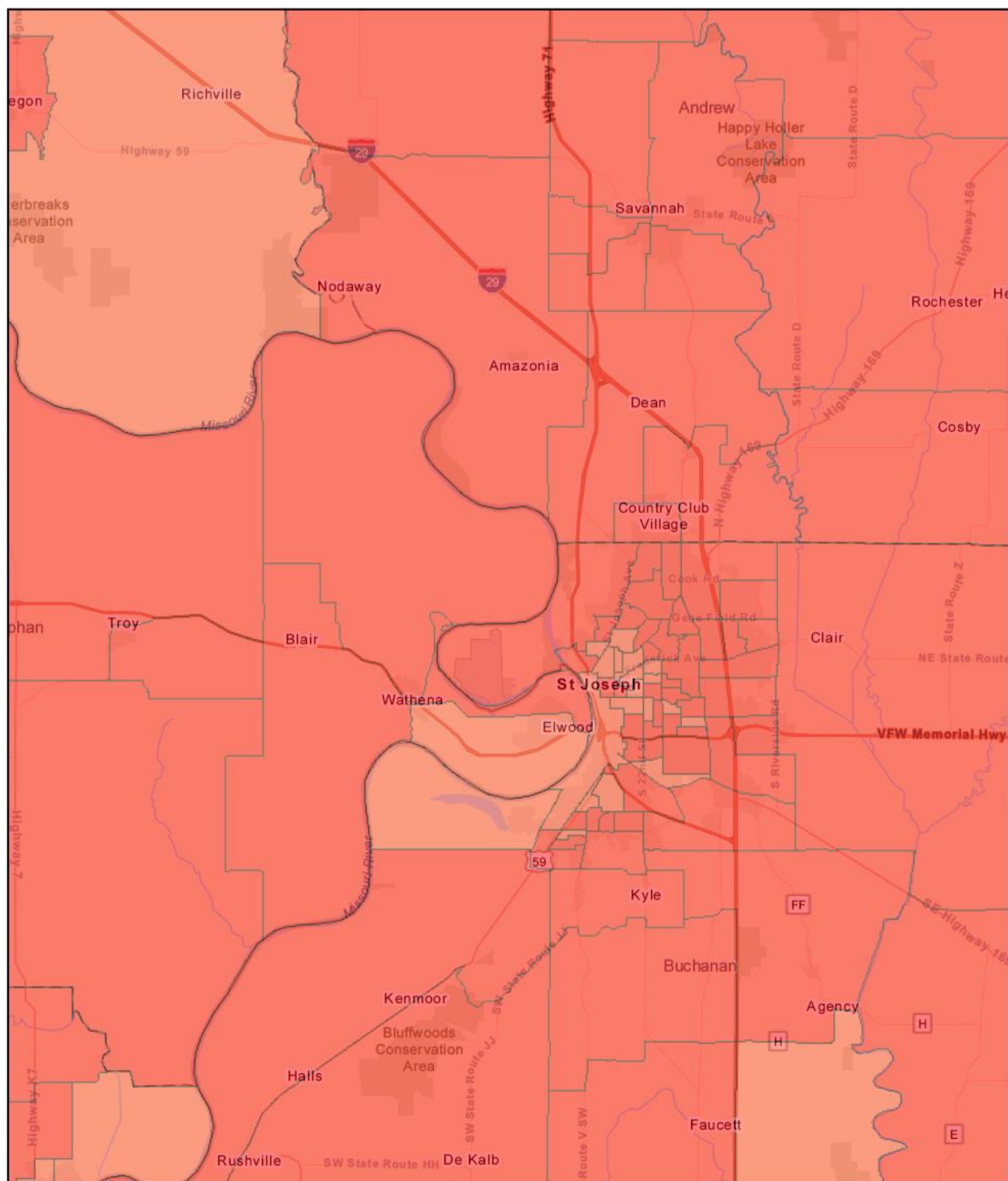
In Kansas, White residents make up 684,204 Owner-occupiers and 301,839 Renter-occupiers. Black residents make up only 22,489 Owner-occupiers, but 42,070 Renter-occupiers. For American Indian and Alaska Native, 3,908 are Owner-occupiers, and 4,717 are Renter-occupiers. For Asian residents, 14,752 are Owner-occupiers, while 11,953 are Renter-occupiers. For Native Hawaiian and other Pacific Islanders, 214 are Owner-occupiers, while 328 are Renter-occupiers. For those who identified as some other race, 11,149 are Owner-occupiers, while 8,710 are Renter-occupiers. For those who identified as two or more races, 11,407 are Owner-occupiers and 11,487 are Renter-occupiers. For residents of Hispanic or Latino origin, 49,069 are Owner-occupiers, while 44,661 are renter occupiers. For Whites alone who are not Hispanic or Latino, 648,434 are Owner-occupiers while only 268,865 are Renter-occupiers.

Table 7 Discussion continued

Nationwide, White residents make up 64,146,971 Owner-occupiers and 28,142,986 Renter-occupiers. Black residents make up only 6,225,458 Owner-occupiers, but 8,657,739 Renter-occupiers. For American Indian and Alaska Native, 481,954 are Owner-occupiers, and 405,574 are Renter-occupiers. For Asian residents, 3,408,305 are Owner-occupiers, while 2,314,198 are Renter-occupiers. For Native Hawaiian and other Pacific Islanders, 65,857 are Owner-occupiers, while 94,713 are Renter-occupiers. For those who identified as some other race, 1,717,234 are Owner-occupiers, while 2,587,399 are Renter-occupiers. For those who identified as two or more races, 1,228,602 are Owner-occupiers and 1,279,058 are Renter-occupiers. For residents of Hispanic or Latino origin, 7,509,839 are Owner-occupiers, while 8,382,274 are renter occupiers. For Whites alone who are not Hispanic or Latino, 58,727,627 are Owner-occupiers while only 22,914,494 are Renter-occupiers.

The obvious pattern in this data is that minorities are less likely to be Owner-occupiers and more likely to be Renter-occupiers when compared to their white counterparts. This is due to major systemic barriers for minorities to access homeownership. Practices such as [redlining](#) and [restrictive housing covenants](#) have prohibited many minority communities from building generational wealth associated with property ownership. Ability to achieve desired housing conditions is an extremely important aspect to consider in transportation planning. Transportation infrastructure cannot continue to be a barrier to desired conditions for communities. Careful consideration of past impacts of transportation plans is key to ensure transportation goals do not prohibit communities from achieving success in the present and future.

Figure 8 - Percent Owner-occupied Housing Units of All Housing



8/27/2021

by Block Group

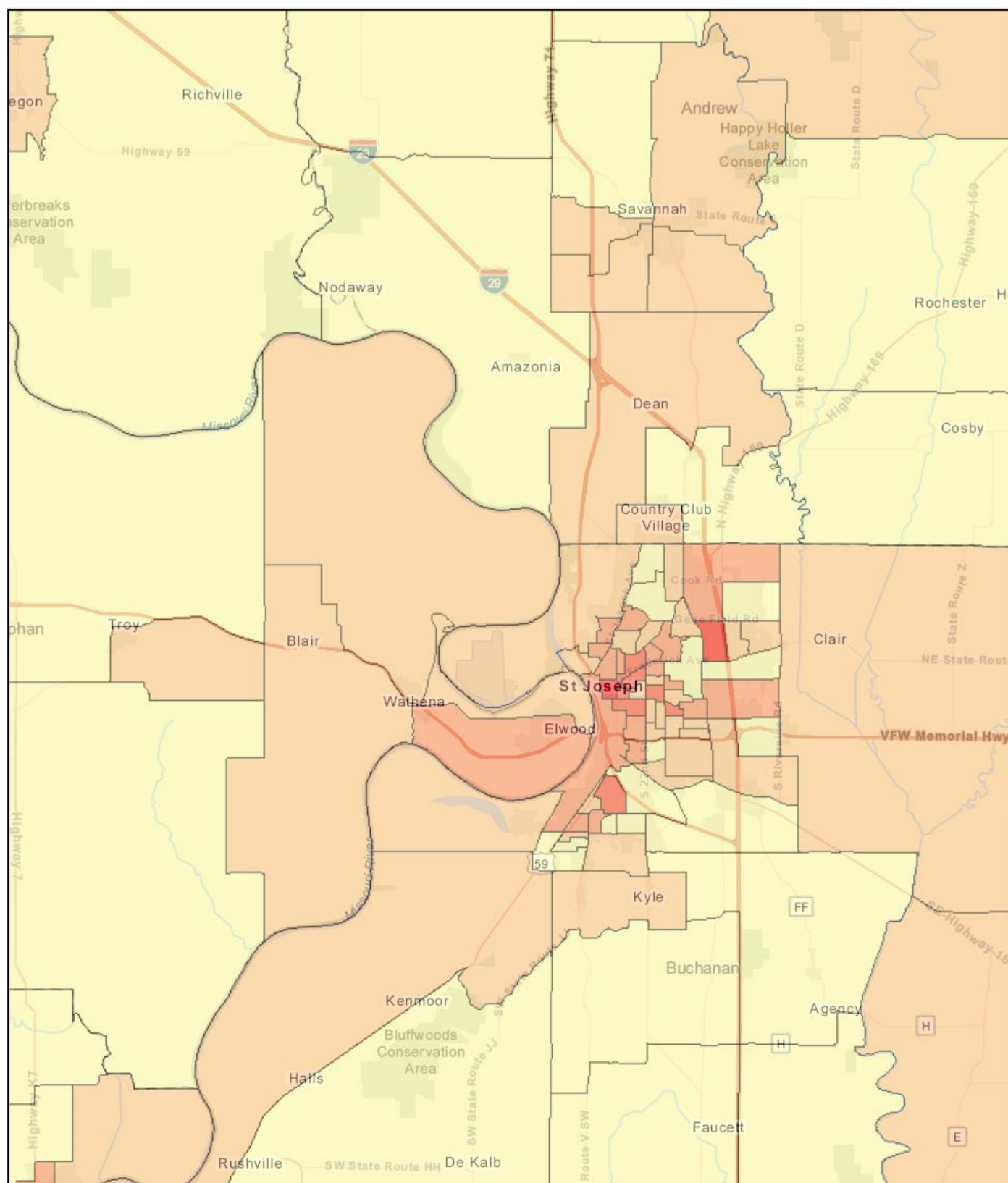
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- 0 – 20
- > 60 – 80
- > 20 – 40
- > 80 – 100

1:288,895

0 1.75 3.5 7 mi

0 3 6 12 km

Figure 9 - Percent Renter-occupied Housing Units of All Housing



8/27/2021

by Block Group

0 – 20

> 20 – 40

> 40 – 60

> 60 – 80

> 80 – 100

1:288,895
0 1.75 3.5 7 mi
0 3 6 12 km

35

EPA, Sources: Esri, HERE, Garmin, FAO, NOAA, USGS, © OpenStreetMap contributors, and the GIS User Community

Table 8 - Homeowner/Renter Demographics: Age

Source: U.S. Census: American Community Survey 5 Year Estimate Subject Tables, 2019 Vintage, Table ID S2502, Demographic Characteristics for Occupied Housing Units

Homeowner/Renter Demographics: Age								
	SJATSO		Missouri		Kansas		Nation	
Housing Unit Occupied by:	Owner	Renter	Owner	Renter	Owner	Renter	Owner	Renter
Total occupied Units	31,119	15,998	1,611,986	802,535	748,123	381,104	77,274,381	43,481,667
Age of Householder, Years								
< 35	3,564	5,728	186,530	303,160	93,161	156,583	7,671,585	15,158,389
35-44	4,525	3,138	247,405	141,869	121,503	64,913	12,004,992	8,650,343
45-54	5,625	2,134	304,310	117,384	140,800	52,240	15,579,130	7,056,648
55-64	7,055	2,232	369,663	110,523	171,259	46,863	17,776,092	5,853,787
65-74	5,662	1,514	290,354	67,545	127,433	28,659	14,141,320	3,623,508
75-84	3,355	794	158,912	38,163	67,951	18,183	7,404,225	1,942,024
+85	1,333	458	54,812	23,891	26,016	13,663	2,697,037	1,196,968

Table 8 Discussion

Table 8 illustrates the relationship between homeownership/rental status and age.

In the SJATSO region, for householders less than 35 years old, 3,564 are Owner-occupiers and 5,728 are Renter-occupiers. In the age range of 35- to 44-years-old, 4,525 are Owner-occupiers while 3,138 are Renter-occupiers. For householders aged 45- to 54-years-old, 5,625 are Owner-occupiers while just 2,134 are Renter-occupiers. In the age range of 55- to 64-years-old, 7,055 are Owner-occupiers while only 2,232 are Renter-occupiers. For householders aged 65- to 74-years-old, 5,662 are Owner-occupiers and 1,514 are Renter-occupiers. Householders in the 75- to 84-year-old age range, 3,355 are Owner-occupiers, but only 794 are Renter-occupiers. For householders 85-years-old and older, just 1,333 are Owner-occupiers, and only 458 are Renter-occupiers.

In Missouri, for householders less than 35 years old, 186,530 are Owner-occupiers and 303,160 are Renter-occupiers. In the age range of 35- to 44-years-old, 247,405 are Owner-occupiers while 117,384 are Renter-occupiers. For householders aged 45- to 54-years-old, 304,310 are Owner-occupiers while just 117,384 are Renter-occupiers. In the age range of 55- to 64-years-old, 369,663 are Owner-occupiers while only 110,523 are Renter-occupiers. For householders aged 65- to 74-years-old, 290,354 are Owner-occupiers and 67,545 are Renter-occupiers. Householders in the 75- to 84-year-old age range, 158,912 are Owner-occupiers, but only 38,163 are Renter-occupiers. For householders 85-years-old and older, just 54,812 are Owner-occupiers, and only 23,891 are Renter-occupiers.

In Kansas, for householders less than 35 years old, 93,161 are Owner-occupiers and 156,583 are Renter-occupiers. In the age range of 35- to 44-years-old, 121,503 are Owner-occupiers while 64,913 are Renter-occupiers. For householders aged 45- to 54-years-old, 140,800 are Owner-occupiers while just 52,240 are Renter-occupiers. In the age range of 55- to 64-years-old, 171,259 are Owner-occupiers while only 46,863 are Renter-occupiers. For householders aged 65- to 74-years-old, 127,433 are Owner-occupiers and 28,659 are Renter-occupiers. Householders in the 75- to 84-year-old age range, 67,951 are Owner-occupiers, but only 18,183 are Renter-occupiers. For householders 85-years-old and older, just 26,016 are Owner-occupiers, and only 13,663 are Renter-occupiers.

Nationwide, for householders less than 35 years old, 7,671,585 are Owner-occupiers and 15,158,389 are Renter-occupiers. In the age range of 35- to 44-years-old, 12,004,992 are Owner-occupiers while 8,650,343 are Renter-occupiers. For householders aged 45- to 54-years-old, 15,579,130 are Owner-occupiers while just 7,056,684 are Renter-occupiers. In the age range of 55- to 64-years-old, 17,776,092 are Owner-occupiers while only 5,853,787 are

Table 8 Discussion continued

Renter-occupiers. For householders aged 65- to 74-years-old, 14,141,320 are Owner-occupiers and 3,623,508 are Renter-occupiers. Householders in the 75- to 84-year-old age range, 7,404,225 are Owner-occupiers, but only 1,942,024 are Renter-occupiers. For householders 85-years-old and older, just 2,697,037 are Owner-occupiers, and only 1,196,968 are Renter-occupiers.

Age and its relationship to homeownership/rental status is a key aspect of transportation planning, as it shows trends in how living conditions change with age. Shifts in living conditions can also correlate with shifts in transportation needs. Therefore, the trends displayed in Table 8 play an important role in planning.

Table 9 - Homeowner/Renter Demographics: Education Level

Source: U.S. Census: American Community Survey 5 Year Estimate Subject Tables, 2019 Vintage, Table ID S2502, Demographic Characteristics for Occupied Housing Units

Homeowner/Renter Demographics: Education Level								
	SJATSO		Missouri		Kansas		Nation	
Housing Unit Occupied by:	Owner	Renter	Owner	Renter	Owner	Renter	Owner	Renter
Total Occupied Units	31,119	15,998	1,611,986	802,535	748,123	381,104	77,274,381	43,481,667
Level of Education								
Less than high school	1,905	2,288	113,053	99,910	45,732	42,020	5,994,431	6,262,865
High school	10,596	6,028	438,902	236,136	166,609	101,800	17,971,581	11,453,783
Some college or associate's	9,597	5,774	490,952	284,387	238,591	142,615	23,141,544	14,033,303
Bachelor's or higher	9,021	1,908	569,079	182,102	297,191	94,669	30,166,825	11,731,716

Table 9 Discussion

Table 9 describes the connection of homeownership/rental status and educational attainment levels.

In the SJATSO region, for residents with a level of educational attainment of less than high school, 1,905 are Owner-occupiers and 2,288 are Renter-occupiers. For those with a high school diploma, 10,596 are Owner-occupiers and 6,028 are Renter-occupiers. Of residents with some level of college up to an associate degree, 9,597 are Owner-occupiers while 5,774 are Renter-occupiers. The most extreme discrepancy is at the level of a bachelor's degree or higher, with 9,021 being Owner-occupiers, and only 1,908 are Renter-occupiers.

In Missouri, among residents with a level of educational attainment of less than high school, 113,053 are Owner-occupiers and 99,910 are Renter-occupiers. For those with a high school diploma, 438,902 are Owner-occupiers and 236,136 are Renter-occupiers. Of residents with some level of college up to an associate degree, 490,952 are Owner-occupiers while 284,387 are Renter-occupiers. The most extreme discrepancy is at the level of a bachelor's degree or higher, with 569,079 being Owner-occupiers, and only 182,102 are Renter-occupiers.

In Kansas, for residents with a level of educational attainment of less than high school, 45,732 are Owner-occupiers and 42,020 are Renter-occupiers. For those with a high school diploma, 166,609 are Owner-occupiers and 101,800 are Renter-occupiers. Of residents with some level of college up to an associate degree, 238,591 are Owner-occupiers while 142,615 are Renter-occupiers. The most extreme discrepancy is at the level of a bachelor's degree or higher, with 297,191 being Owner-occupiers, and only 94,669 are Renter-occupiers.

Nationwide, among residents with a level of educational attainment of less than high school, 5,994,431 are Owner-occupiers and 6,262,865 are Renter-occupiers. For those with a high school diploma, 17,971,581 are Owner-occupiers and 11,453,783 are Renter-occupiers. Of residents with some level of college up to an associate degree, 23,141,544 are Owner-occupiers while 14,033,303 are Renter-occupiers. The most extreme discrepancy is at the level of a bachelor's degree or higher, with 30,166,825 being Owner-occupiers, and only 11,731,716 are Renter-occupiers.

Education levels of homeowners/renters is necessary data for transportation planning because it helps illuminate trends in how residents live based on their level of education. Different styles of living necessitate different transportation considerations.

Table 10 - Language Spoken: English Fluency

Source: U.S. Census: American Community Survey 5 Year Estimate Subject Tables, 2019 Vintage, Table ID C16001, Language Spoken at Home for the Population 5 Years and Over

Language Spoken: English Fluency												
	SJATSO			Missouri			Kansas			Nation		
Total Pop.	126,173			6,104,910			2,910,652			324,697,795		
	Number of Speakers	% English	Speak < VW	Number of Speakers	% English	Speak < VW	Number of Speakers	% English	Speak < VW	Number of Speakers	% English	Speak < VW
		W/N Lang. Pop.	Of Total Pop.		W/N Lang. Pop.	Of Total Pop.		W/N Lang. Pop.	Of Total Pop.		W/N Lang. Pop.	Of Total Pop.
Speakers over 5 Years Old	118,565	X	X	5,733,340	X	X	2,719,539	X	X	304,930,125	X	X
English	112,719	X	X	5,371,744	X	X	2,396,951	X	X	238,982,352	X	X
Spanish	3,673	40.9%	1.27%	151,938	35.8%	0.95%	211,519	40.1%	3.12%	40,709,597	39.9%	5.33%
French, Haitian, Or Cajun	156	62.8%	0.08%	12,176	22.5%	0.05%	4,629	14.2%	0.02%	2,060,721	28.2%	0.19%
German or Other West Germanic	282	11.3%	0.03%	30,953	23.1%	0.12%	12,919	19.6%	0.09%	1,412,037	19.8%	0.09%
Russian, Polish, or other Slavic	197	58.9%	0.1%	24,716	36.6%	0.16%	4,170	30.4%	0.05%	2,014,479	39.2%	0.26%
Other Indo-European	247	7.7%	0.02%	32,480	28.0%	0.16%	18,818	28.1%	0.19%	5,649,612	31.3%	0.58%
Korean	4	0.0%	0.0%	6,487	53.2%	0.06%	3,505	44.7%	0.06%	1,085,735	52.7%	0.19%
Chinese, (incl. Mandarin & Cantonese)	166	16.3%	0.02%	23,480	49.0%	0.2%	11,442	52.2%	0.22%	3,141,146	53.9%	0.6%
Vietnamese	51	39.2%	0.02%	13,786	57.0%	0.14%	12,800	62.7%	0.3%	1,507,354	58.1%	0.29%
Tagalog (incl. Filipino)	60	18.3%	0.01%	7,911	30.8%	0.04%	3,557	30.4%	0.04%	1,727,002	30.8%	0.17%
Other Asian & Pacific Island	590	73.9%	0.37%	24,051	34.9%	0.15%	23,029	42.8%	0.36%	2,993,066	36.5%	0.36%
Arabic	198	75.3%	0.13%	13,648	35.8%	0.09%	5,118	41.2%	0.08%	1,200,927	36.5%	0.14%
Other Languages	222	55.4%	0.1%	19,970	30.4%	0.11%	11,082	31.0%	0.13%	2,173,097	27.1%	0.19%

Table 10 Discussion

Table 10 highlights the different languages spoken in the community and the level of English proficiency among various language groups. Fluency of English when it is the sole language spoken is not measured in this data set. This data assumes the majority of people who speak a language other than English are bi- or multi-lingual, unless these residents speak English less than Very Well. The column W/N Lang. Pop. defines what percent of the language community speak English less than very well as a percent of speakers within the community. The column Of Total Pop. defines what percent the population of speakers who speak English less than very well in a language community is of the entire population. For example, if 1,501 SJATSO residents speak Spanish (see Table 14) and speak English less than very well, then those speakers make up 40.9% of the Spanish-speaking population, but only 1.27% of the total population.

The SJATSO region has a diverse language community, not all of which is multilingual. Of total residents in the region, 112,719 speak only English. 3,673 residents speak Spanish, 40.9% of whom speak English less than very well (1.27% of the total population). 156 residents speak French, Haitian, or Cajun, 62.8% of whom speak English less than very well (0.08% of the total population). 282 residents speak German or another West Germanic language, and only 11.3% speak English less than very well (0.03% of the total population). 197 residents speak Russian, Polish, or another Slavic language, 58.9% of whom speak English less than very well (0.1% of the total population). 247 residents speak some other Indo-European language, 7.7% of whom speak English less than very well. 4 residents speak Korean, none of whom speak English less than very well (0.0% of the total population). 166 residents speak a form of Chinese - including Mandarin and Cantonese - 16.3% of whom speak English less than very well (0.02% of the total population). 51 residents speak Vietnamese, 39.2% of whom speak English less than very well (0.02% of the total population). 60 residents speak Tagalog and/or Filipino, 18.3% of whom speak English less than very well (0.01% of the total population). 590 residents speak another Asian or Pacific Island language, 73.9% of whom speak English less than very well (0.37% of the total population). 198 residents speak Arabic, 75.3% of whom speak English less than very well (0.13% of the total population). 222 residents speak another language not included in these categories, 55.4% of whom speak English less than very well (0.1% of the total population).

Of Missouri residents, 5,371,744 speak only English. 151,938 residents speak Spanish, 35.8% of whom speak English less than very well (0.95% of the total population). 12,176 residents speak French, Haitian, or Cajun, 22.5% of whom speak English less than very well (0.05% of the total population). 30,953 residents speak German or another West Germanic language, 23.1% of whom speak English less than very well (0.12% of the total population). 24,716 residents speak Russian, Polish, or another Slavic language, 36.6% of

Table 10 Discussion continued

whom speak English less than very well (0.16% of the total population). 32,480 residents speak some other Indo-European language, 28.0% of whom speak English less than very well (0.16% of the total population). 6,487 residents speak Korean, 53.2% of whom speak English less than very well (0.06% of the total population). 23,480 residents speak a form of Chinese - including Mandarin and Cantonese - 49.0% of whom speak English less than very well (0.2% of the total population). 13,786 residents speak Vietnamese, 57.0% of whom speak English less than very well (0.14% of the total population). 7,911 residents speak Tagalog and/or Filipino, 30.8% of whom speak English less than very well (0.04% of the total population). 24,051 residents speak another Asian or Pacific Island language, 34.9% of whom speak English less than very well (0.15% of the total population). 13,648 residents speak Arabic, 35.8% of whom speak English less than very well (0.09% of the total population). 19,970 residents speak another language not included in these categories, 30.4% of whom speak English less than very well (0.11% of the total population).

Of Kansas residents, 2,396,951 speak only English. 211,519 residents speak Spanish, 40.1% of whom speak English less than very well (3.12% of the total population). 4,629 residents speak French, Haitian, or Cajun, 14.2% of whom speak English less than very well (0.02% of the total population). 12,919 residents speak German or another West Germanic language, and 19.6% speak English less than very well (0.09% of the total population). 4,170 residents speak Russian, Polish, or another Slavic language, 30.4% of whom speak English less than very well (0.05% of the total population). 18,818 residents speak some other Indo-European language, 28.1% of whom speak English less than very well (0.19% of the total population). 3,505 residents speak Korean, 44.7% of whom speak English less than very well (0.06% of the total population). 11,442 residents speak a form of Chinese - including Mandarin and Cantonese - 52.2% of whom speak English less than very well (0.22% of the total population). 12,800 residents speak Vietnamese, 62.7% of whom speak English less than very well (0.3% of the total population). 3,557 residents speak Tagalog and/or Filipino, 30.4% of whom speak English less than very well (0.04% of the total population). 23,029 residents speak another Asian or Pacific Island language, 42.8% of whom speak English less than very well (0.36% of the total population). 5,118 residents speak Arabic, 41.2% of whom speak English less than very well (0.08% of the total population). 11,082 residents speak another language not included in these categories, 31.0% of whom speak English less than very well (0.13% of the total population).

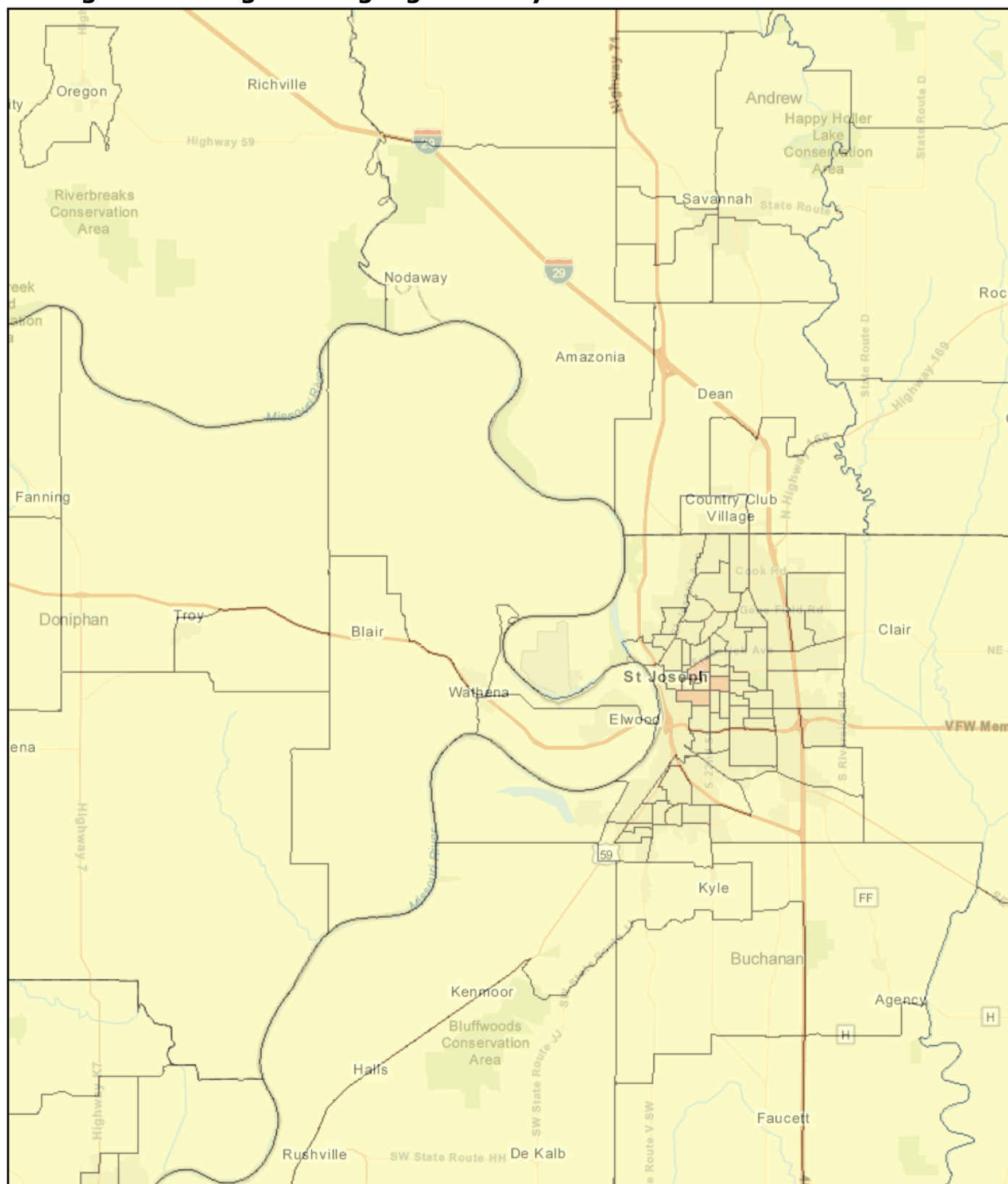
Of national residents, 238,982,352 speak only English. 40,709,597 residents speak Spanish, 39.9% of whom speak English less than very well (5.33% of the total population). 2,060,721 residents speak French, Haitian, or Cajun, 28.2% of whom speak English less than very well (0.19% of the total

Table 10 Discussion continued

population). 1,412,037 residents speak German or another West Germanic language, and 19.8% speak English less than very well (0.09% of the total population). 2,014,479 residents speak Russian, Polish, or another Slavic language, 39.2% of whom speak English less than very well (0.26% of the total population). 5,649,612 residents speak some other Indo-European language, 31.3% of whom speak English less than very well (0.58% of the total population). 1,085,735 residents speak Korean, 52.7% of whom speak English less than very well (0.19% of the total population). 3,141,146 residents speak a form of Chinese - including Mandarin and Cantonese - 53.9% of whom speak English less than very well (0.6% of the total population). 1,507,354 residents speak Vietnamese, 58.1% of whom speak English less than very well (0.29% of the total population). 1,727,002 residents speak Tagalog and/or Filipino, 30.8% of whom speak English less than very well (0.17% of the total population). 2,993,066 residents speak another Asian or Pacific Island language, 36.5% of whom speak English less than very well (0.36% of the total population). 1,200,927 residents speak Arabic, 36.5% of whom speak English less than very well (0.14% of the total population). 2,173,097 residents speak another language not included in these categories, 27.1% of whom speak English less than very well (0.19% of the total population).

Presence of distinct language communities and understanding the level of English fluency of individual speakers is extremely important data for transportation planning. While it is only necessary to illustrate the percentage of total population that speakers who speak English less than very well make up, it is also extremely beneficial to know how fluent a community is at large. Such data allows for a better understanding of how unique language communities interact with the larger society. If large portions of language communities have low English fluency, it is necessarily harder for the community to participate in the larger society. A necessary component of transportation planning is public participation. If significant language barriers exist, public participation becomes exponentially more difficult. If large percentages of language communities have low English fluency, it is possible entire communities will be unable to participate at all without adequate translation and interpretation.

Figure 10 - English Language Fluency



8/27/2021

by Block Group



0 – 17.8



> 17.8 – 35.6



> 35.6 – 53



> 53 – 71



> 71 – 89

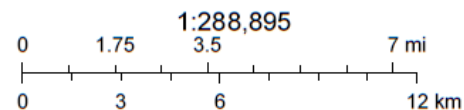


Table 11 - Vehicles per Household

Source: U.S. Census: American Community Survey 5 Year Estimate Subject Tables, 2019 Vintage, Table ID S2504 - Physical Housing Characteristics for Occupied Housing Units

Vehicles per Household								
	SJATSO		Missouri		Kansas		Nation	
Housing Unit Occupied by:	Owner	Renter	Owner	Renter	Owner	Renter	Owner	Renter
Vehicles Available								
None	836	2,835	43,177	122,729	13,736	47,108	2,414,113	7,981,600
1	7,561	7,454	393,337	394,417	157,191	178,711	19,792,954	19,728,142
2	12,938	4,246	700,433	217,946	325,490	114,709	33,086,348	11,868,088
3 or more	9,784	1,463	475,039	67,443	251,706	40,576	21,980,966	3,903,837

Table 11 Discussion

Table 11 notes the connection between homeownership/rental status and access to vehicles.

In the SJATSO region, access to a vehicle is a key aspect of how many residents travel. For those who have no access to a vehicle, only 836 are Owner-occupiers in their place of residence, while 2,835 are Renter-occupiers. Those with access to a single vehicle have a much more even distribution, with 7,561 Owner-occupiers and 7,454 Renter-occupiers having access to a single vehicle. For residents with access to 2 vehicles, 12,938 are Owner-occupiers, while just 4,246 are Renter-occupiers. Access to 3 or more vehicles is somewhat less common, with 9,784 Owner-occupiers and only 1,463 Renter-occupiers having access to 3 or more vehicles.

These statistics in Missouri play out much the same way as in the SJATSO region. For those with access to no vehicles, 43,177 are Owner-occupiers, while 122,729 are Renter-occupiers. Access to a single vehicle is again a nearly identical distribution, with 393,337 being Owner-occupiers and 394,417 being Renter-occupiers. Among residents with access to 2 vehicles, 700,433 are Owner-occupiers, while 217,946 are Renter-occupiers. Residents with access to 3 or more vehicles demonstrate a deep divide, with 475,039 Owner-occupiers having access to 3 or more vehicles, but only 67,443 Renter-occupiers having the same level of access.

In Kansas, 13,736 Owner-occupiers and a substantial 47,108 Renter-occupiers have no access to a vehicle. Divisions are much less steep with access to 1 vehicle, where 157,191 Owner-occupiers and 178,711 Renter-occupiers have access to 1 vehicle. Among residents with access to 2 vehicles, 325,490 are Owner-occupiers, while just 114,709 are Renter-occupiers. For residents with access to 3 or more vehicles, 251,706 are Owner-occupiers, while only 40,576 are Renter-occupiers.

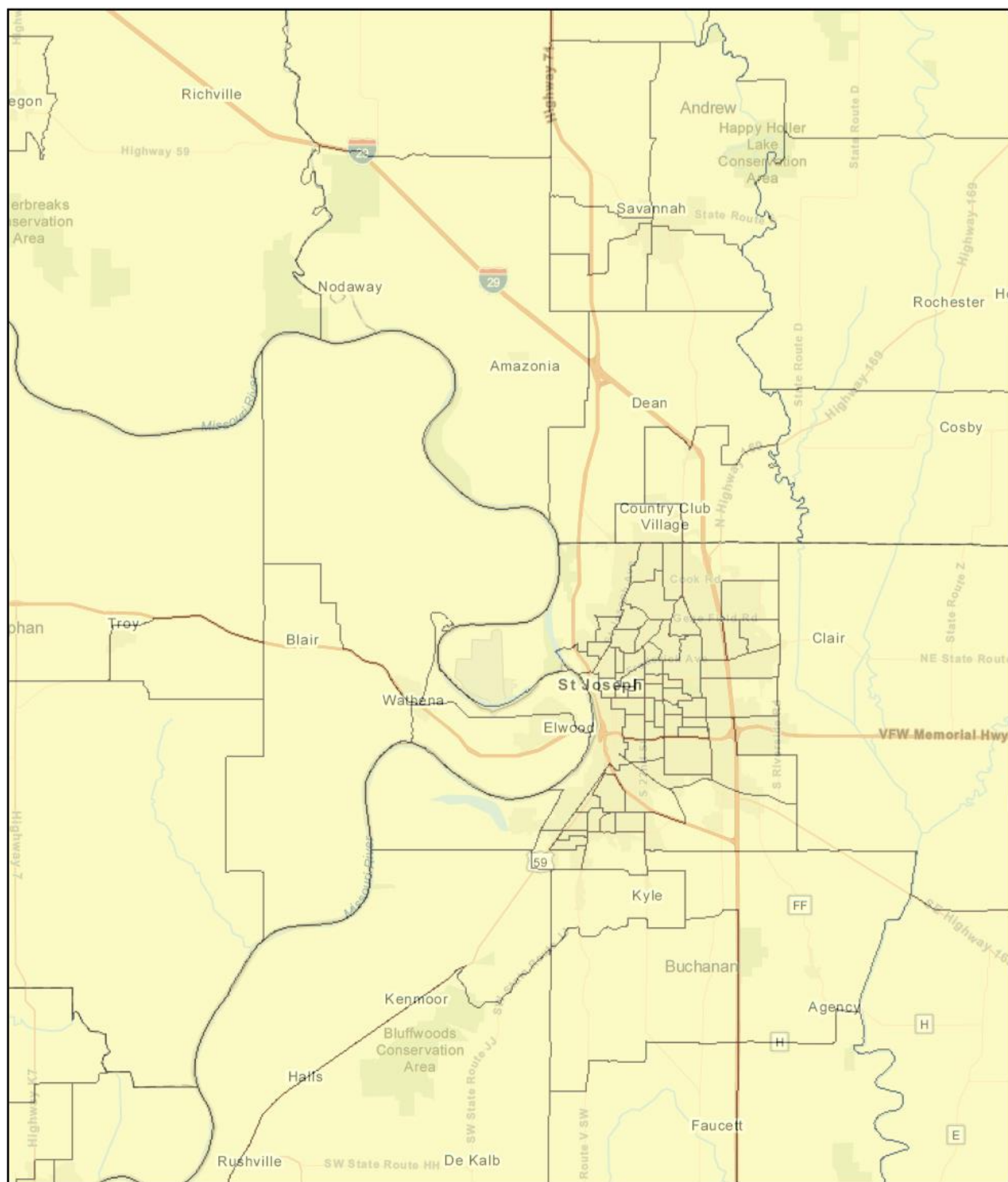
Nationwide trends are very much the same. Among residents with no access to a vehicle, 2,414,113 are Owner-occupiers, while a staggering 7,981,600 are Renter-occupiers. Residents with access to 1 vehicle remains equal, with 19,792,954 being Owner-occupiers and 19,728,142 being Renter-occupiers. Division reemerges at residents with access to 2 vehicles, where 33,068,384 are Owner-occupiers, and just 11,868,088 are Renter-occupiers. The most substantial divide is between owners and renters with access to 3 or more vehicles. 21,980,966 Owner-occupiers, but only 3,903,837 Renter-occupiers have access to 3 vehicles.

Understanding access to vehicles is fundamental to transportation planning. Access to vehicles shapes how residents use transportation systems, and what parts of the transportation system users feel need more investment. System users without vehicles must use active transportation modes or public

Table 11 Discussion continued

transportation to reach their destinations. Residents with access to vehicles do not need to consider these methods of transportation as a matter of necessity. More commonly, those with cars are choice users of active transportation networks or public transit systems, and generally prefer to use their personal vehicles instead of public transit.

Figure 11 - Percent Owner-occupied Housing Units with No Vehicle



8/27/2021

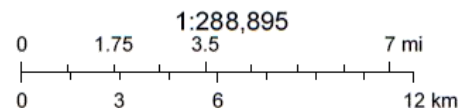
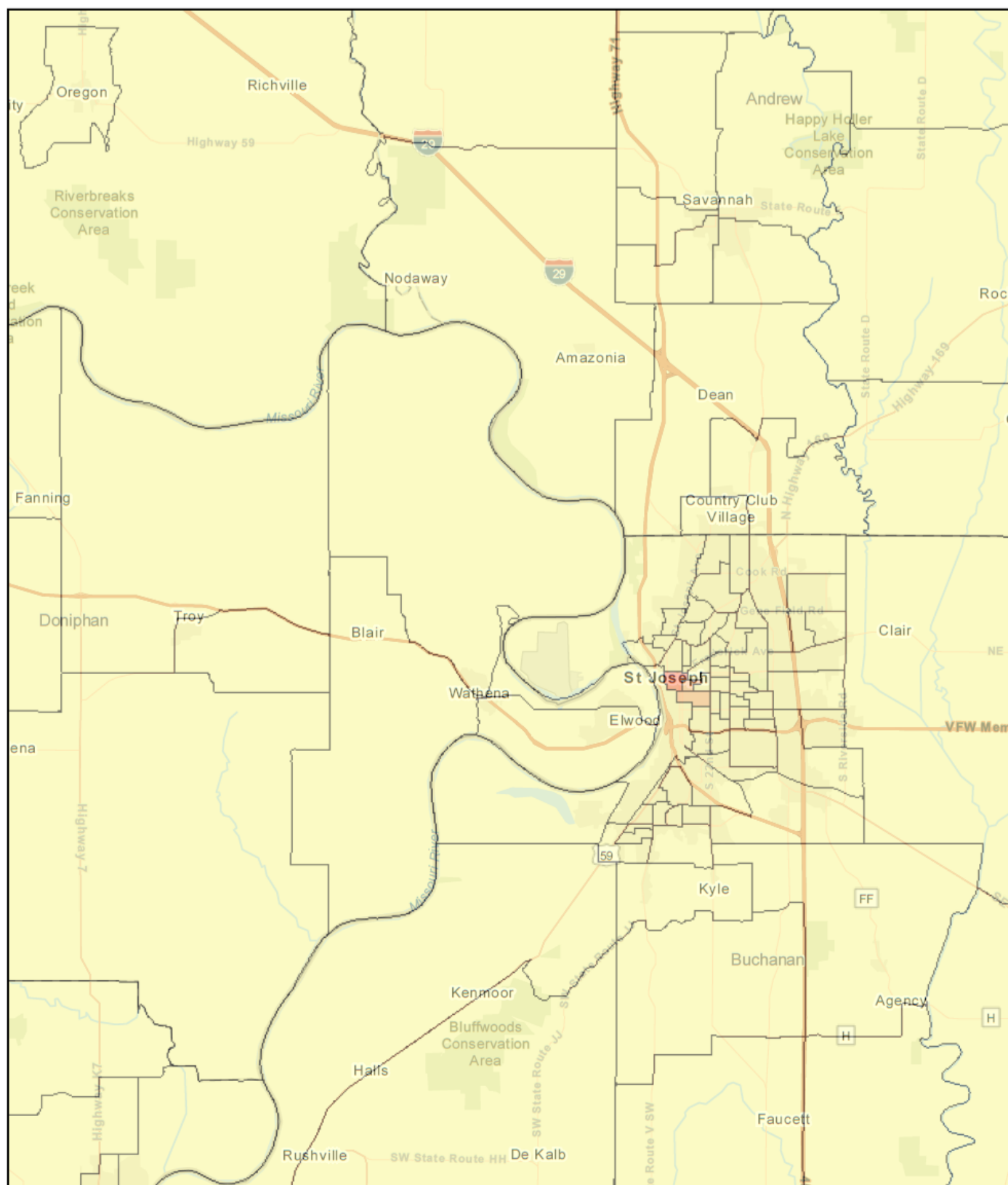


Figure 12 - Percent Renter-occupied Housing Units with No Vehicle



8/27/2021

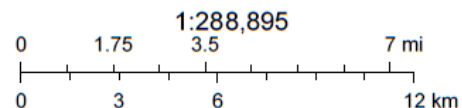
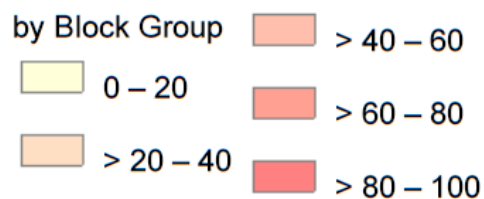
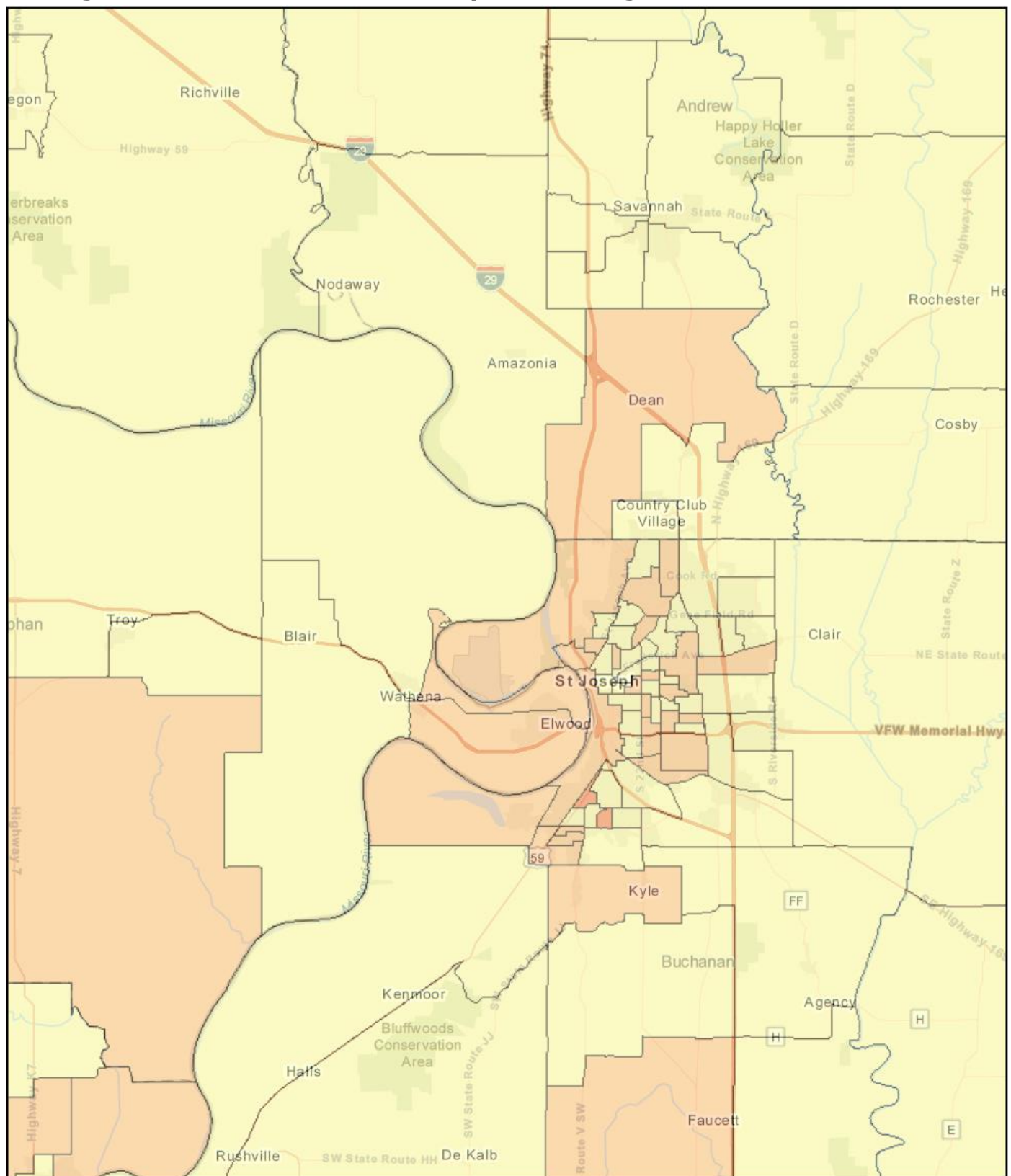



Figure 13 - Percent Owner-occupied Housing Units with 1 Vehicle



8/27/2021

by Block Group

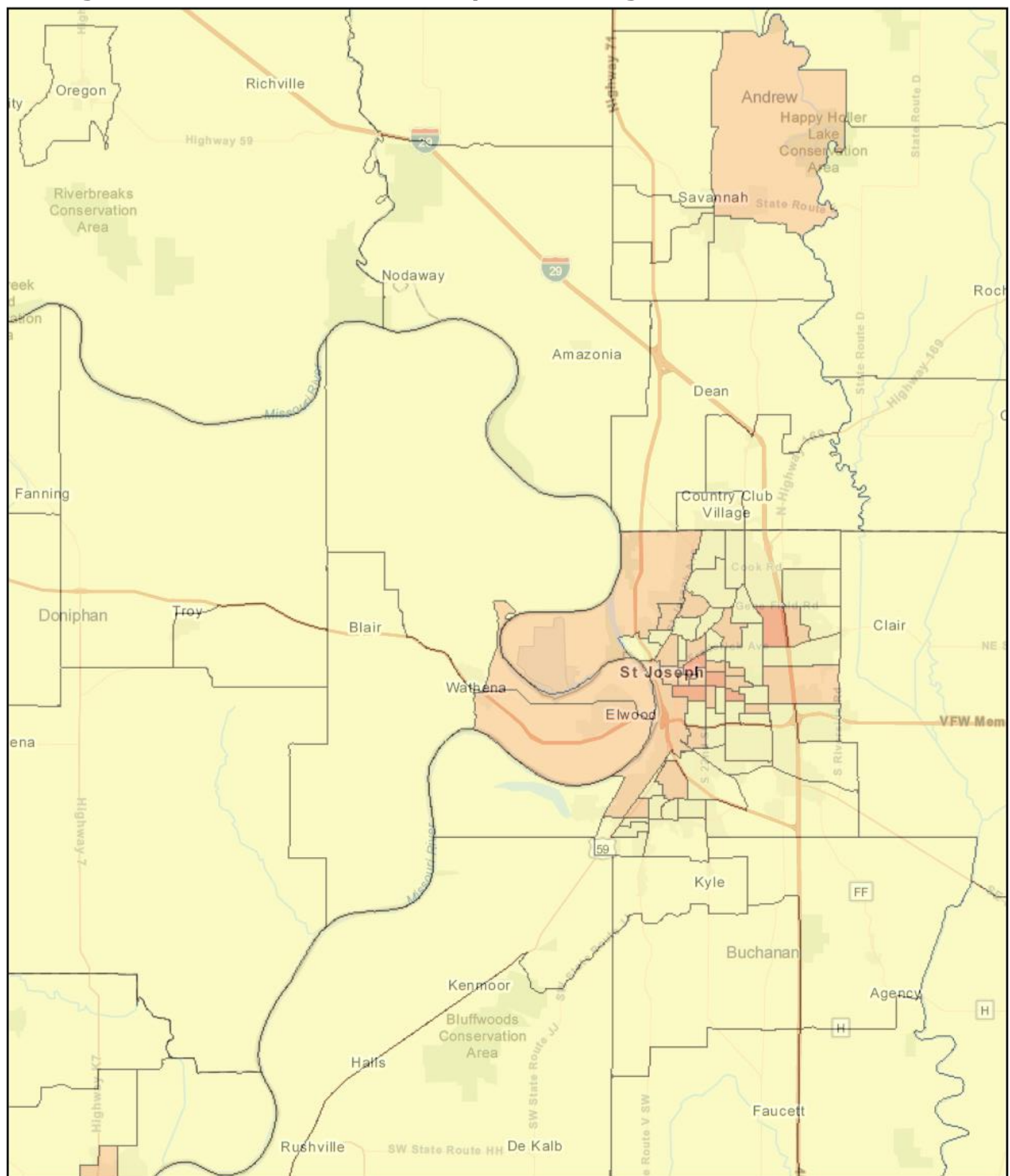
	0 – 20		> 40 – 60
	> 20 – 40		> 60 – 80
			> 80 – 100

1:288,895

51


EPA, Sources: Esri, HERE, Garmin, FAO, NOAA, USGS, © OpenStreetMap contributors, and the GIS User Community


Figure 14 - Percent Renter-occupied Housing Units with 1 Vehicle



8/27/2021

by Block Group

 $> 40 - 60$

 0 – 20

 > 60 – 80

 $> 20 - 40$

 $> 80 - 100$

1:288,895

0 1.75 3.5 7 mi

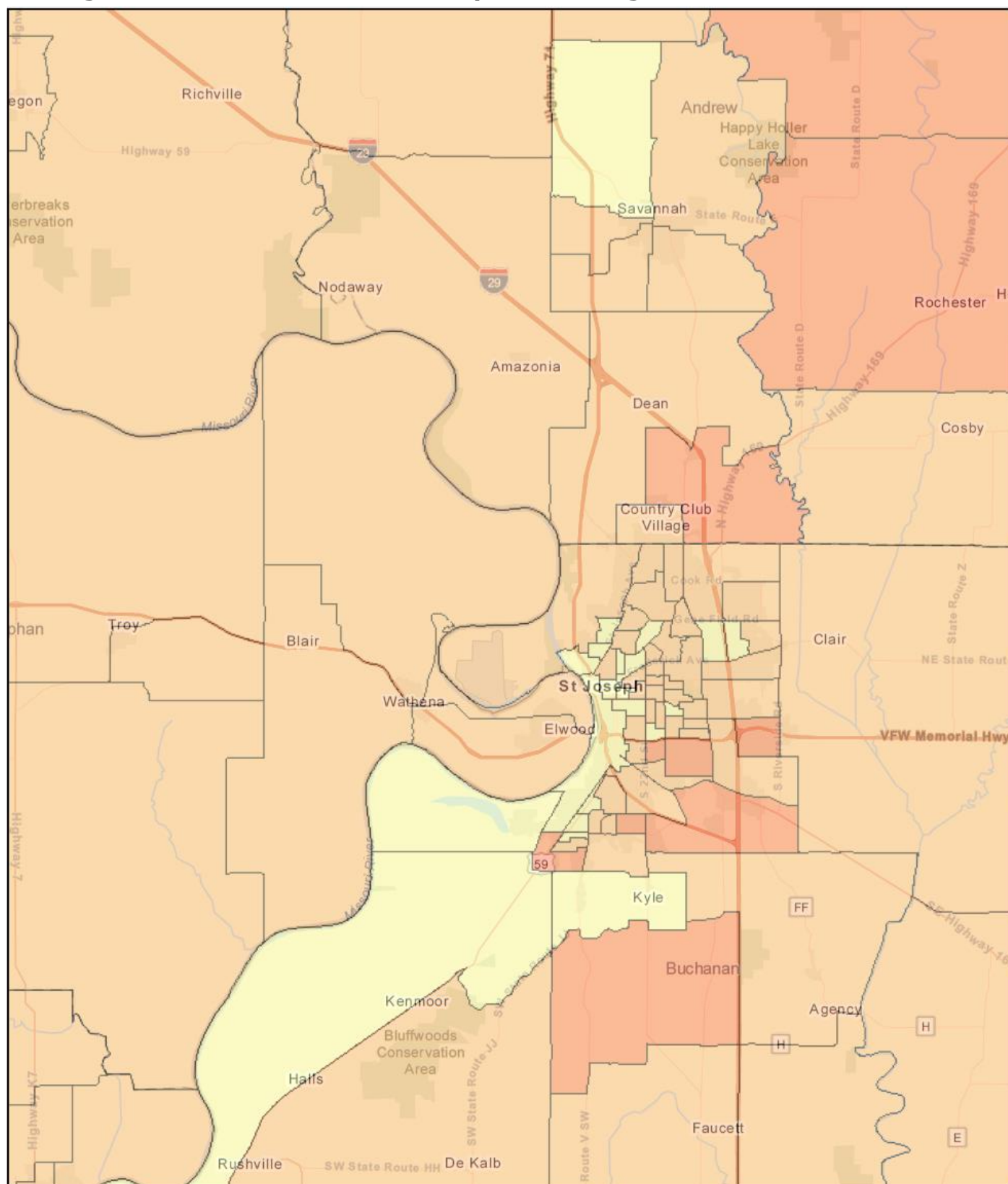
0 3 6 12

5.635

52

EPA, Sources: Esri, HERE, Garmin, FAO, NOAA, USGS, © OpenStreetMap contributors, and the GIS User Community

Figure 15 - Percent Owner-occupied Housing Units with 2 Vehicles



8/27/2021

by Block Group

0 – 20

> 20 – 40

> 40 – 60

> 60 – 80

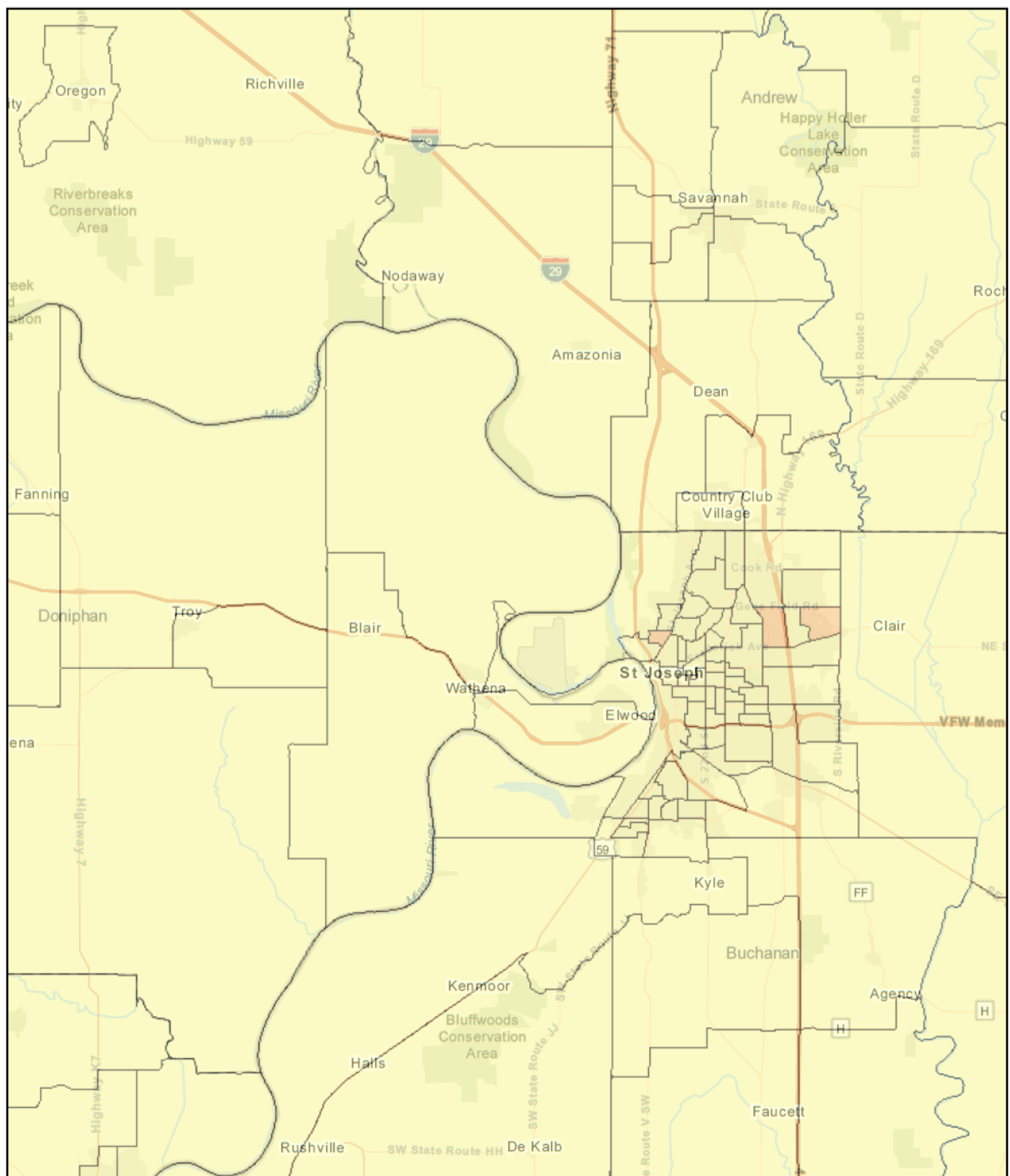
> 80 – 100

1:288,895
0 1.75 3.5 7 mi
0 3 6 12 km

53


EPA, Sources: Esri, HERE, Garmin, FAO, NOAA, USGS, © OpenStreetMap contributors, and the GIS User Community

Figure 16 - Percent Renter-occupied Housing Units with 2 Vehicles




8/27/2021

by Block Group

 $> 40 - 60$

0 – 20

 $> 60 - 80$

 $> 20 - 40$

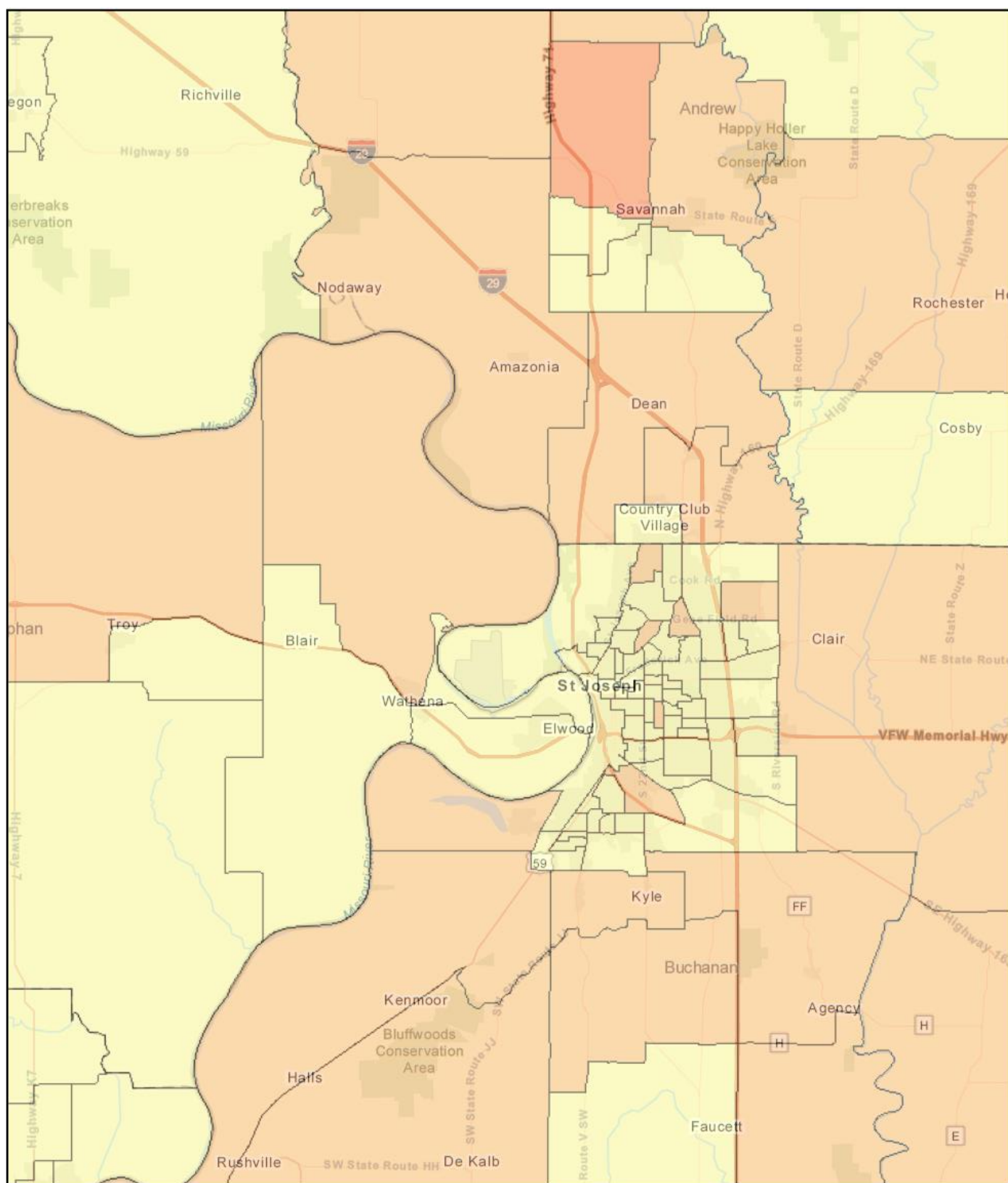
 $> 80 - 100$

1:288,895

54

EPA, Sources: Esri, HERE, Garmin, FAO, NOAA, USGS, © OpenStreetMap contributors, and the GIS User Community

Figure 17 - Percent Owner-occupied Housing Units with 3 Vehicles



8/27/2021

by Block Group

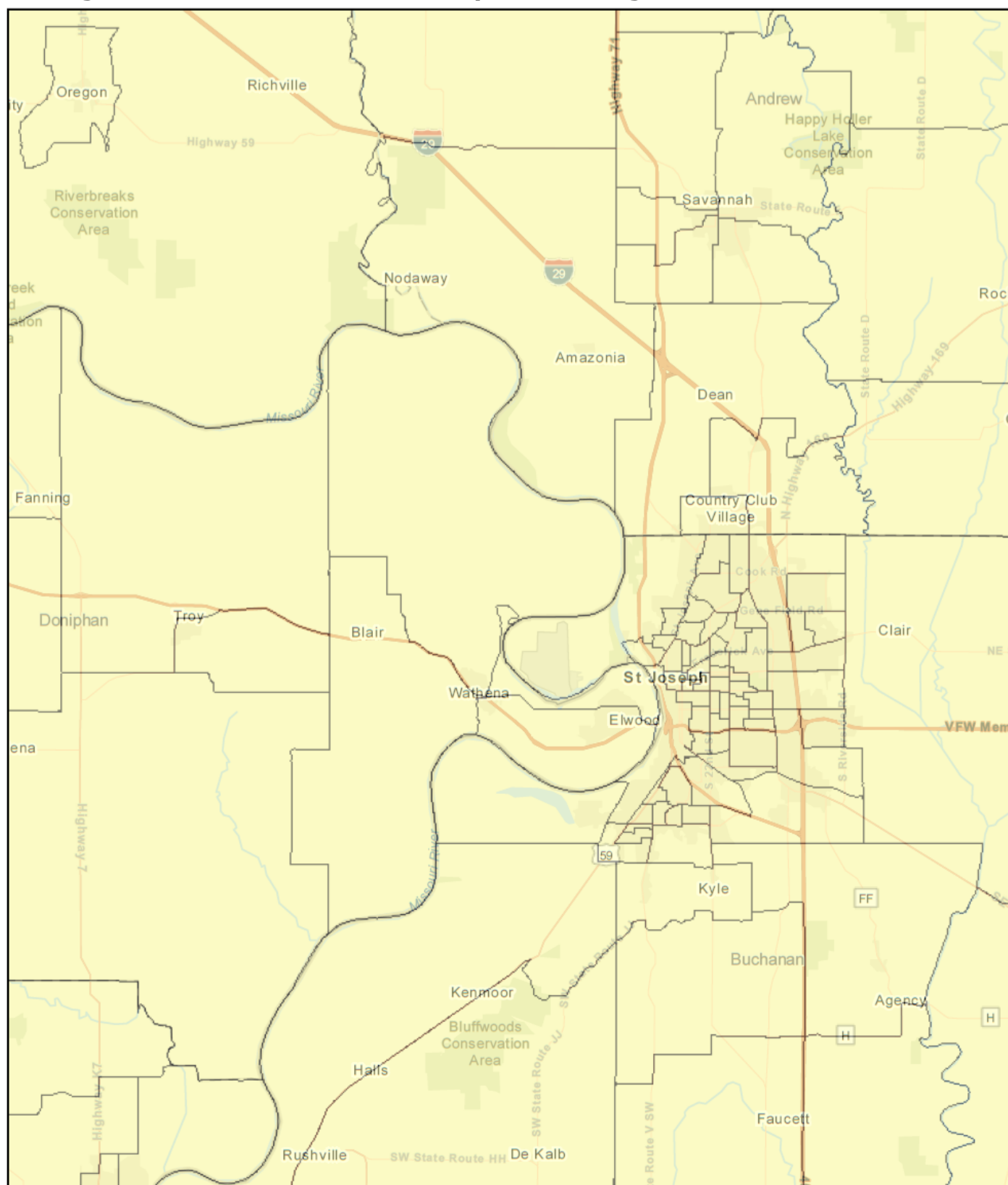
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1:288,895

0 1.75 3.5 7 mi

0 3 6 12 km

Figure 18 - Percent Renter-occupied Housing Units with 3 Vehicles



8/27/2021

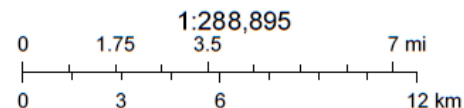
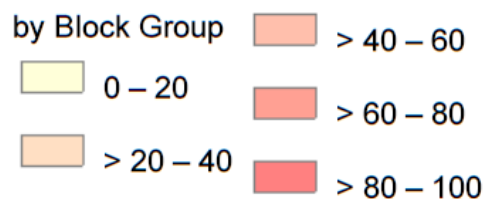


Table 12 - Population Below Poverty Level: Age, Sex, Education Level

Source: U.S. Census: American Community Survey 5 Year Estimate Subject Tables, 2019 Vintage, Table ID S1701 – Poverty Status in the Past 12 Months

Population Below Poverty Level: Age, Sex, Education Level								
	SJATSO		Missouri		Kansas		Nation	
	Pop. In Poverty	Percent of Total Pop.	Pop. In Poverty	Percent of Total Pop.	Pop. In Poverty	Percent of Total Pop.	Pop. In Poverty	Percent of Total Pop.
Age, Years								
18-34	4,917	19.7%	231,406	17.8%	109,776	17.2%	11,638,198	16.3%
35-64	5,276	11.5%	243,480	10.6%	91,237	8.6%	12,907,435	10.5%
+65	1,660	8.4%	83,088	8.6%	32,446	7.5%	4,587,432	9.3%
Sex								
Male	7,828	13.4%	359,258	12.4%	151,460	10.8%	18,909,451	12.2%
Female	10,099	17.1%	450,787	14.9%	186,279	13.1%	23,601,392	14.6%
Educational Attainment for Pop. Age +25								
Less than High School	2,174	25.6%	107,161	27.0%	36,044	22.0%	6,341,225	24.9%
High School	3,998	13.1%	160,807	13.1%	57,386	12.0%	7,858,253	13.5%
Some college	3,004	12.3%	121,133	9.8%	52,502	8.9%	6,042,361	9.6%
Bachelor's degree or higher	753	4.2%	47,781	4.0%	21,128	3.3%	3,031,326	4.3%

Table 12 Discussion

Table 12 connects prior discussion of factors (age, sex, and education level) with levels of poverty. Current data for nonbinary individuals is not presented in this dataset.

In the SJATSO region, 4,917 residents between the ages of 18 and 34 live below the poverty line; 5,276 residents between the ages of 35 and 64 live below the poverty line; and 1,660 residents +65 live below the poverty line. These groups make up 19.7%, 11.5%, and 8.4% of their respective populations. Men and women in the region have a significant gap in poverty, with only 7,828 men, but 10,099 women living below the poverty line: 13.4% and 17.1% of the respective populations. 2,174 residents without a high school diploma live under the poverty level and make up 25.6% of their population. 3,998 residents with a high school diploma live below the poverty line: 13.1% of their population. 3,004 residents with some level of college, up to an associate degree, live below the poverty line, (just 12.3% of their population). Of residents with a bachelor's degree, 753 live below the poverty line, (only 4.2% of that population).

In Missouri, the story is much the same. 231,406 residents between the ages of 18 and 34, 243,480 residents from age 35 to 64, and 83,088 residents 65 years and older live below the poverty line. This totals to 17.8% of 18- to 34-year-olds, 10.6% of 35- to 64-year-olds, and 8.6% of residents 65 years and older live below the poverty line. Men and women continue to show a significant gendered difference, with 359,258 men and 450,787 women – 12.4% and 14.9% of their populations – living below the poverty line. Residents with less than a high school level of education, and that live below the poverty line total 107,161, 27.0% of the total population of residents without a high school diploma. Residents that live below the poverty line and have a high school diploma or equivalent total 160,807, 13.1% of their respective population. Of residents with some college, up to an associate degree, 121,133, or 9.8% of the population live below the poverty line. 47,781 residents have a bachelor's degree or higher and live below the poverty line: 4.0% of their respective population.

Kansas also follows similar trends, with 109,776 residents aged 18 to 34, 91,273 residents aged 35 to 64, and 32,446 residents aged 65-years-old and older living below the poverty line. These groups account for 17.2%, 8.6%, and 7.5% of their respective populations. Men and women demonstrate a persistent disparity, with 151,460 men and 186,279 women living below the poverty line, 10.8% and 13.1% respective to their populations. Residents with less than a high school diploma living below the poverty line number 36,044, 22.0% of their population. 57,386 residents have a high school diploma or equivalent and live below the poverty line, 12.0% of their population. Of residents with some college, up to an associate degree, 52,502 live below the

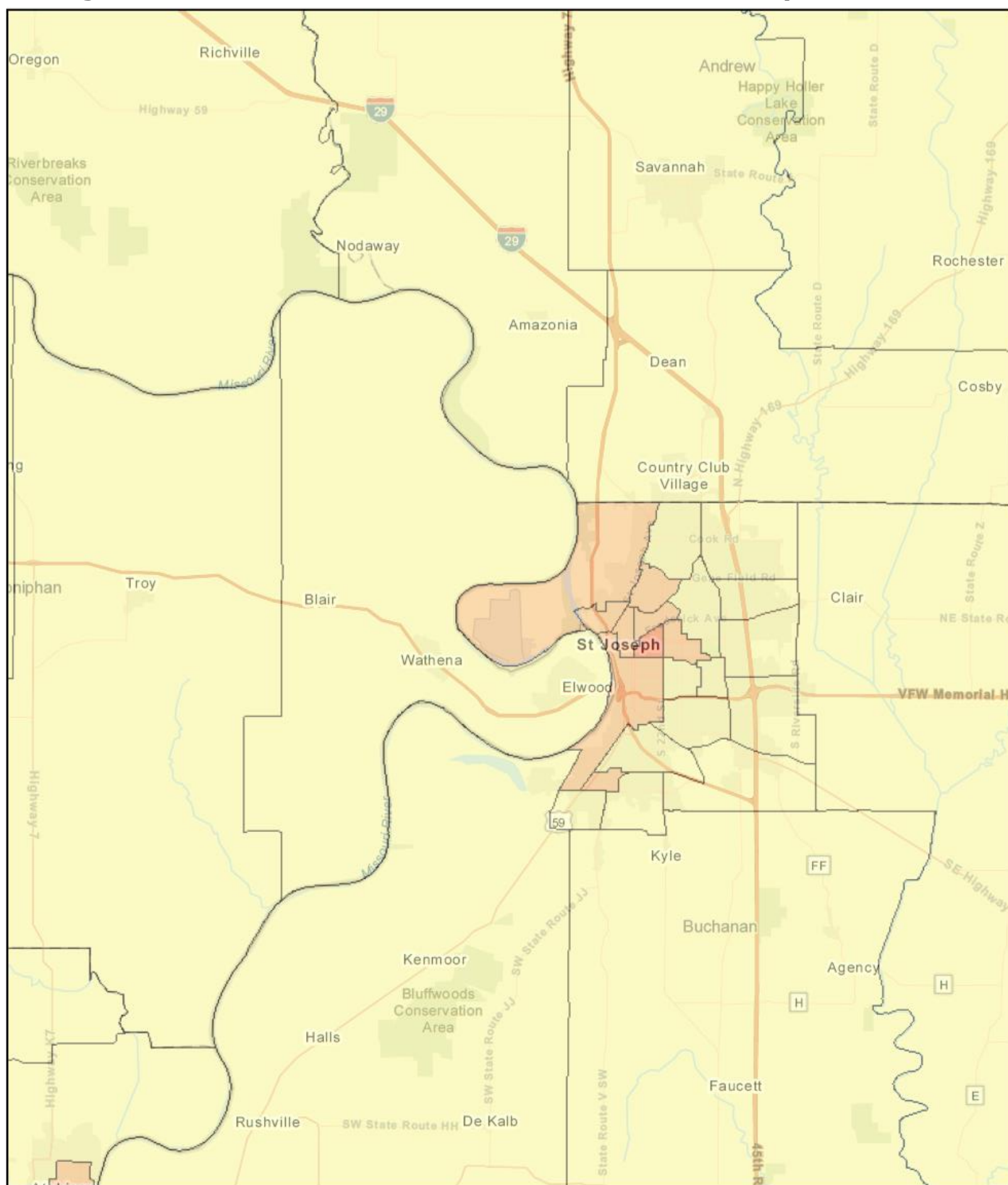
Table 12 Discussion continued

poverty line, 8.9% of their population. 21,128 residents have a bachelor's degree or higher and live below the poverty line, 3.3% of their population.

National trends mirror the local and state level. 11,638,198 residents ages 18 to 34, 12,907,435 residents ages 35 to 64, and 4,587,432 residents ages 65 and up all live below the poverty line. These amount to 16.3%, 10.5%, and 9.3% of their respective populations. Men and women continue to demonstrate a massive divide, with 18,909,451 men and 23,601,392 women living below the poverty line, 12.2% and 14.6% respectively. 6,341,225 residents nationally have a level of education of less than high school and live below the poverty line, 24.9% of that population. For those with a high school diploma or equivalent, 7,858,253 live below the poverty line, 13.5% of their population. 6,042,361 residents live below the poverty line and have some level of college, up to an associate degree – 9.6% of their population. For residents with a bachelor's degree or higher, 3,031,326 live below the poverty line, 4.3% of their respective population.

This data presents a few notable trends. Seniors – those 65 and older – in poverty make up a small share of seniors overall. As well as this, women below the poverty line consistently and substantially outnumber men below the poverty line. Higher levels of educational achievement tend to lower the percent share of population below the poverty line. However, education is not a guaranteed means to escape poverty. As noted in the Table 4 Discussion, educated women make up a greater percentage of the population of women when compared to their male counterparts of the same age. Such a trend suggests that more substantive structural issues exist which make it harder for women to escape poverty, even with higher levels of education.

Figure 19 - Percent of Total Residents Below the Poverty Line



8/31/2021

by Tract

0 – 20

> 20 – 40

> 40 – 60

> 60 – 80

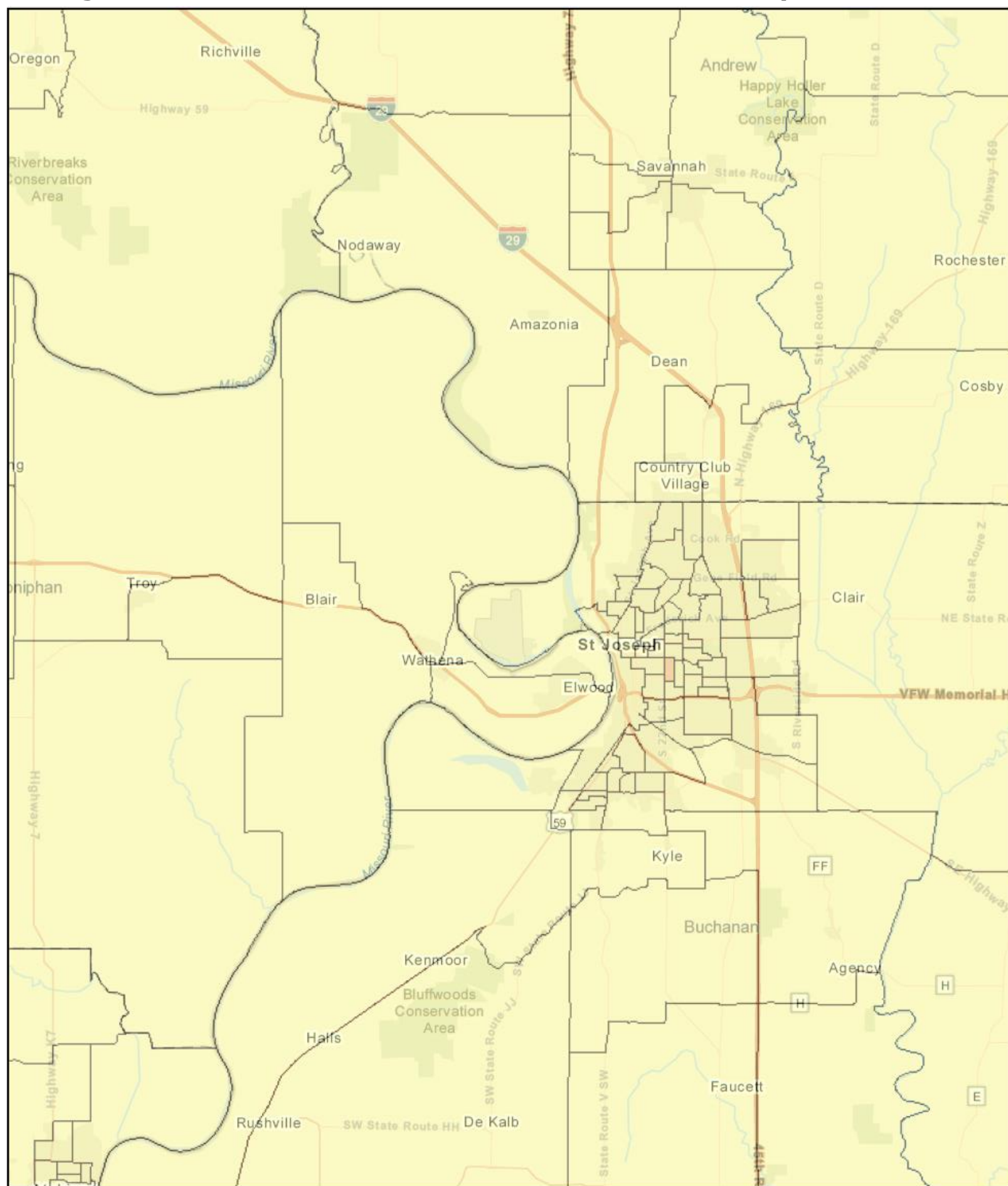
> 80 – 100

1:288,895
0 1.75 3.5 7 mi
0 3 6 12 km

60

EPA, Sources: Esri, HERE, Garmin, FAO, NOAA, USGS, © OpenStreetMap contributors, and the GIS User Community

Figure 20 - Percent of Male Residents Below the Poverty Line



8/31/2021

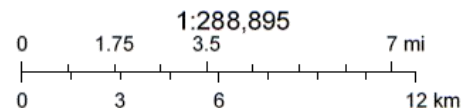
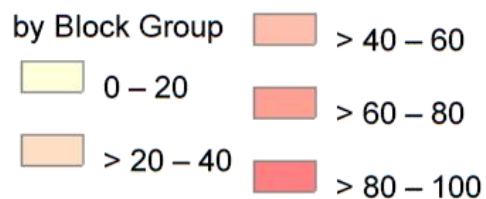
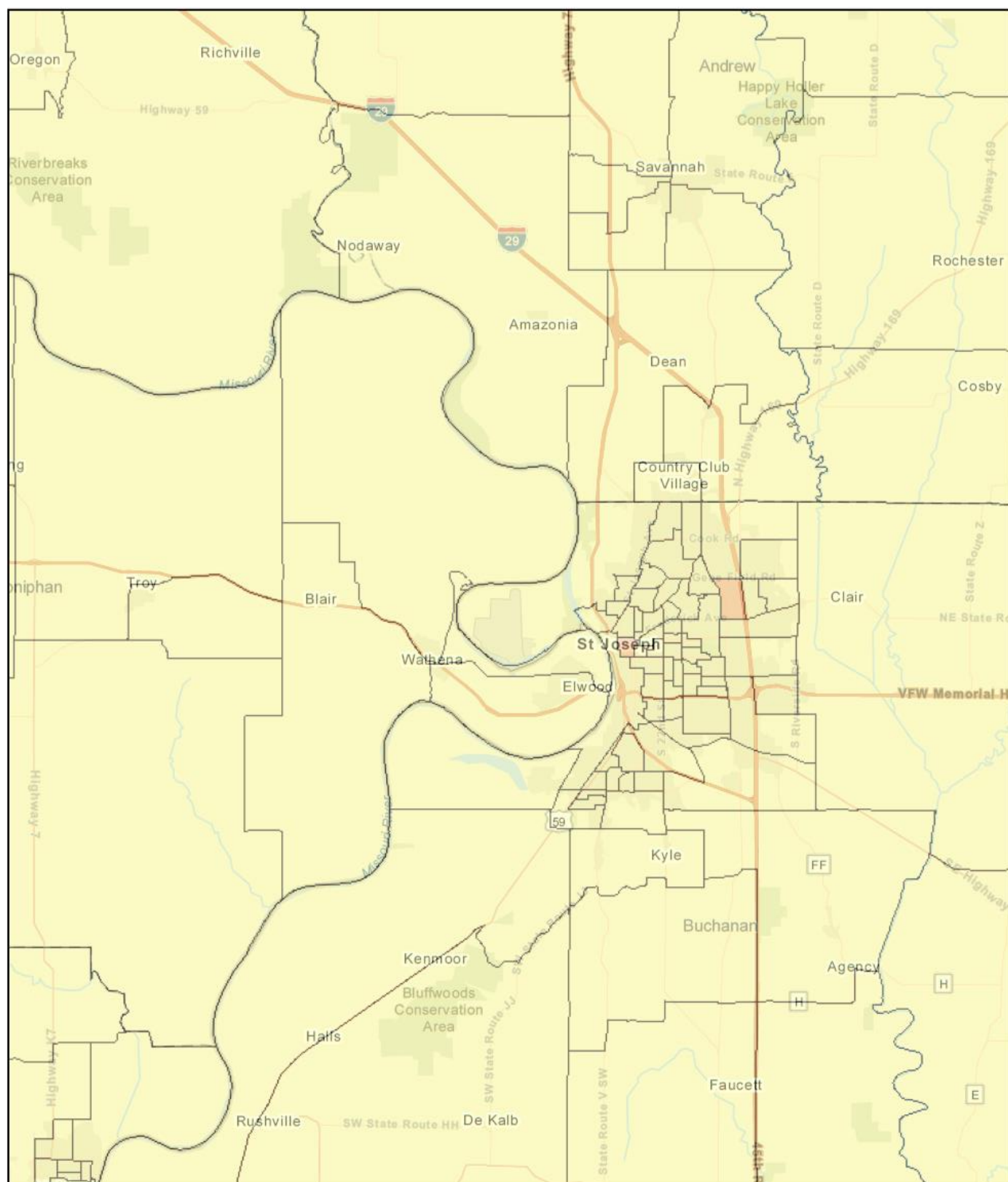


Figure 21 - Percent of Female Residents Below the Poverty Line



8/31/2021

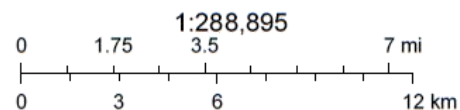


Table 13 - Population below the Poverty Line: Race and Ethnicity

Source: U.S. Census: American Community Survey 5 Year Estimate Subject Tables, 2019 Vintage, Table ID S1701 – Poverty Status in the Past 12 Months

Population Below Poverty Level: Race and Ethnicity								
	SJATSO		Missouri		Kansas		Nation	
	Pop. In Poverty	Percent of Total Pop.	Pop. In Poverty	Percent of Total Pop.	Pop. In Poverty	Percent of Total Pop.	Pop. In Poverty	Percent of Total Pop.
Race and Ethnicity								
White alone	14,328	13.5%	569,988	11.7%	248,308	10.4%	25,658,220	11.1%
Black or African American alone	1,519	35.7%	165,414	24.7%	39,323	24.6%	9,114,217	23.0%
American Indian and Alaska Native alone	109	21.2%	5,751	22.2%	4,409	19.7%	660,695	24.9%
Asian alone	181	17.1%	16,628	14.2%	11,847	14.1%	1,922,319	10.9%
Native Hawaiian and Other Pacific Islander alone	353	62.8%	2,082	26.8%	329	14.3%	101,826	17.5%
Some other race alone	171	11.7%	18,942	27.2%	14,501	20.5%	3,313,183	21.0%
Two or more races	1,266	33.9%	31,240	20.1%	19,022	19.8%	1,740,383	16.7%
Hispanic or Latino (of any race)	1,268	20.0%	54,628	22.1%	64,909	19.3%	11,256,244	19.6%
White alone, not Hispanic or Latino	13,438	13.1%	536,823	11.4%	203,452	9.5%	18,525,349	9.6%

Table 13 Discussion

Table 13 connects race and ethnicity to poverty data.

In the SJATSO region, 14,328 residents identify as white alone and live below the poverty line – 13.5% of the white alone population. 1,519 residents identify as black or African American alone and live below the poverty line – 35.7% of the respective population. Of residents who identify as American Indian or Alaska Native alone, 109 live below the poverty line, 21.2% of the respective population. 181 residents identify as Asian alone and live below the poverty line, 17.1% of the respective population. Of residents that identify as Native Hawaiian or another Pacific Islander alone, 353 live below the poverty line, 62.8% of the respective population. 171 residents identify as some other race alone and live below the poverty line, 11.7% of the population of residents who identify as some other race alone. For residents who identify as two or more races, 1,266 live below the poverty line, 33.9% of the respective population. 1,268 residents who identify as Hispanic or Latino, 20.0% of the respective population. 13,438 residents identify as white alone, not Hispanic or Latino and live below the poverty line, 13.1% of the respective population.

In Missouri, residents who identify as white alone and live below the poverty line number 569,988, 11.7% of the white alone population. 165,414 residents identify as black or African American alone and live below the poverty line, 24.7% of the black/African American population. Of residents who identify as American Indian or Alaska Native alone, 5,751 live below the poverty line, 22.2% of that population. 16,628 residents identify as Asian alone and live below the poverty line, 14.2% of their respective population. Among residents who identify as Native Hawaiian or another Pacific Islander, 2,082 live below the poverty line, 26.8% of that population. 18,942 residents identify as some other race alone and live below the poverty line, 27.2% of the respective population. Of residents who identify as two or more races, 31,240 live below the poverty line – 20.1% of the respective population. Residents who identify as Hispanic or Latino living below the poverty line number 54,628, 22.1% of the respective population. 536,823 residents identify as white alone, not Hispanic or Latino, 11.4% of the respective population.

In Kansas, 248,308 residents identify as white alone and live below the poverty line, 11.7% of the respective population. Among residents who identify as black, 39,323 live below the poverty line, 24.6% of the respective population. 4,409 residents identify as American Indian or Alaska Native and live below the poverty line, 19.7% of their respective population. Of residents who identify as Asian alone, 11,847 live below the poverty line, 14.1% of their respective population. 329 residents identify as Native Hawaiian or Pacific Islander alone, 14.3% of the respective population. For residents that identify as some other race alone, 14,501 live below the poverty line, 20.5% of their respective population. 19,022 residents identify as two or more races and live below the poverty line, 19.8% of their respective population. Among residents

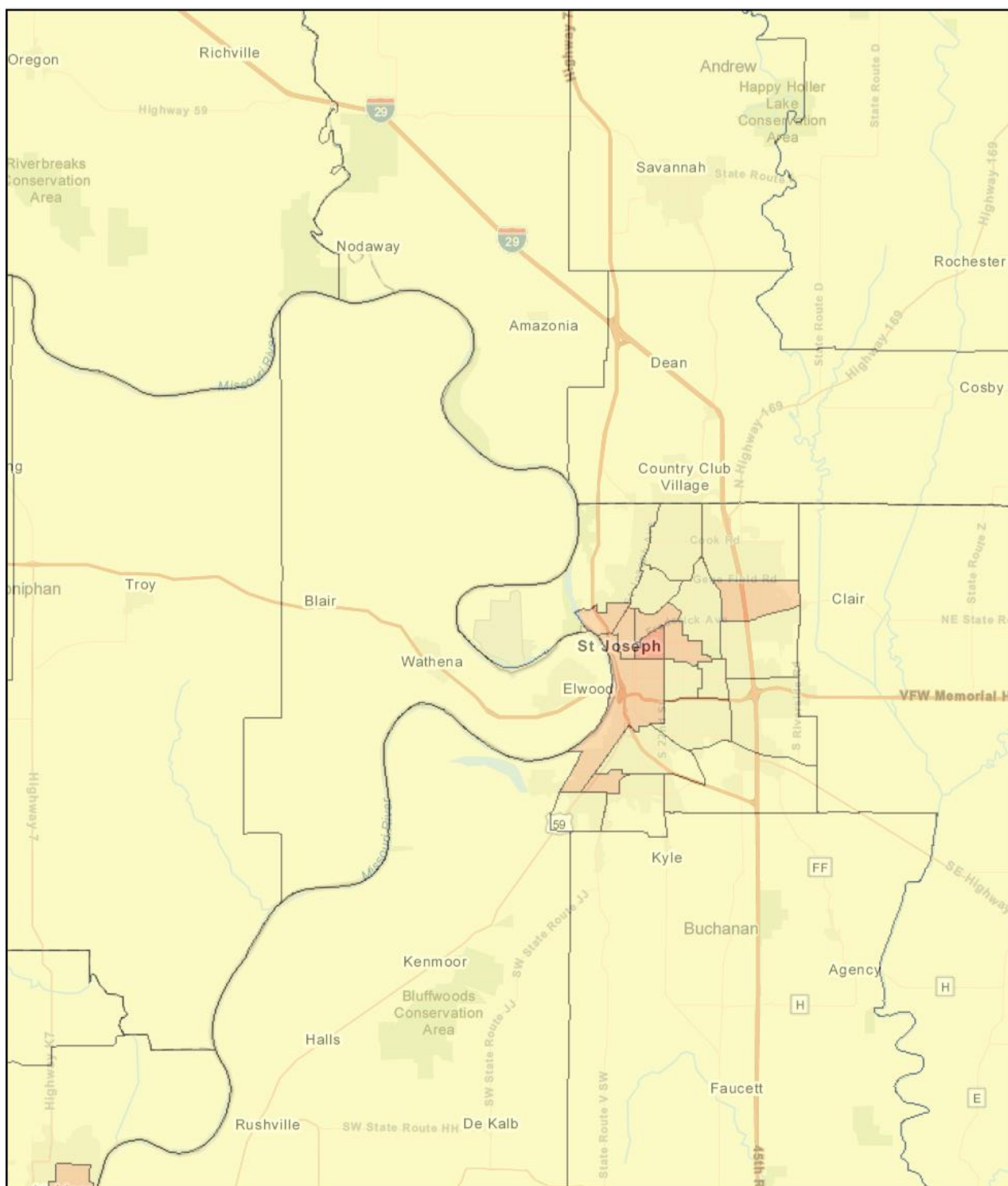
Table 13 Discussion continued

who identify as Hispanic or Latino, 64,909 live below the poverty line, 19.3% of the respective population. Residents who identify as white alone, not Hispanic or Latino, and live below the poverty line number 203,452, 9.5% of their respective population.

Nationwide, 25,658,220 residents identify as white alone and live below the poverty line, 11.1% of the respective population. Among residents who identify as black or African American alone, 9,114,217 live below the poverty line, 23.0% of the respective population. 660,695 residents identify as American Indian or Alaska native alone and live below the poverty line, 24.9% of the respective population. Of residents who identify as Asian alone, 1,922,319 live below the poverty line, which accounts for 10.9% of the respective population. 101,826 residents identify as Native Hawaiian or other Pacific Islander alone and live below the poverty line, 17.5% of the respective population. Residents who identify as some other race alone and live below the poverty line number 3,313,183, 21.0% of the respective population. Residents who identify as two or more races and live below the poverty line total 1,740,383, 16.7% of the respective population. 11,256,244 residents identify as Hispanic or Latino and live below the poverty line, 19.6% of the population of residents who identify as Hispanic or Latino. 18,525,349 residents identify as white alone, not Hispanic or Latino, and live below the poverty line, 9.6% of the respective population.

This data demonstrates an extremely important relationship to understand in transportation planning. Equitable access to transportation systems can be a major way to help historically disadvantaged groups escape poverty. The data in Table 13 shows that residents who identify as white tend to have much lower rates of poverty compared to residents of color. Given this, it is significant to note that many structural barriers exist for residents of color to participate fully in the economy. Transportation systems have a responsibility under Title VI to address structural issues in transportation in order to provide equitable service for all residents.

Figure 22 - Percent of White Residents Below the Poverty Line



8/31/2021

by Tract

0 – 20

> 20 – 40

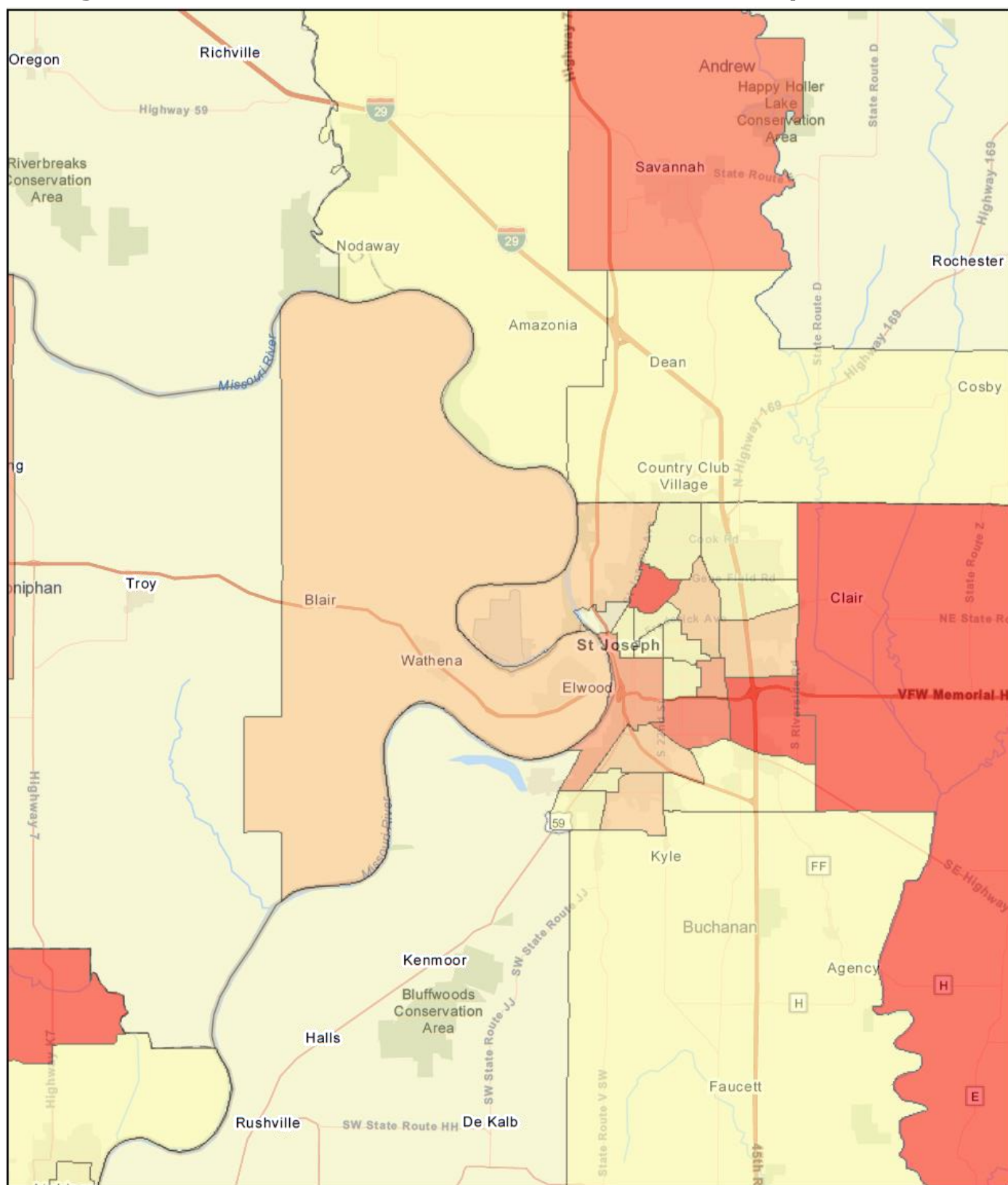
> 40 – 60

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> 80 – 100

1:288,895
0 1.75 3.5 7 mi
0 3 6 12 km

Figure 23 - Percent of Black Residents Below the Poverty Line



8/31/2021

by Tract

0 – 20

> 20 – 40

> 40 – 60

> 60 – 80

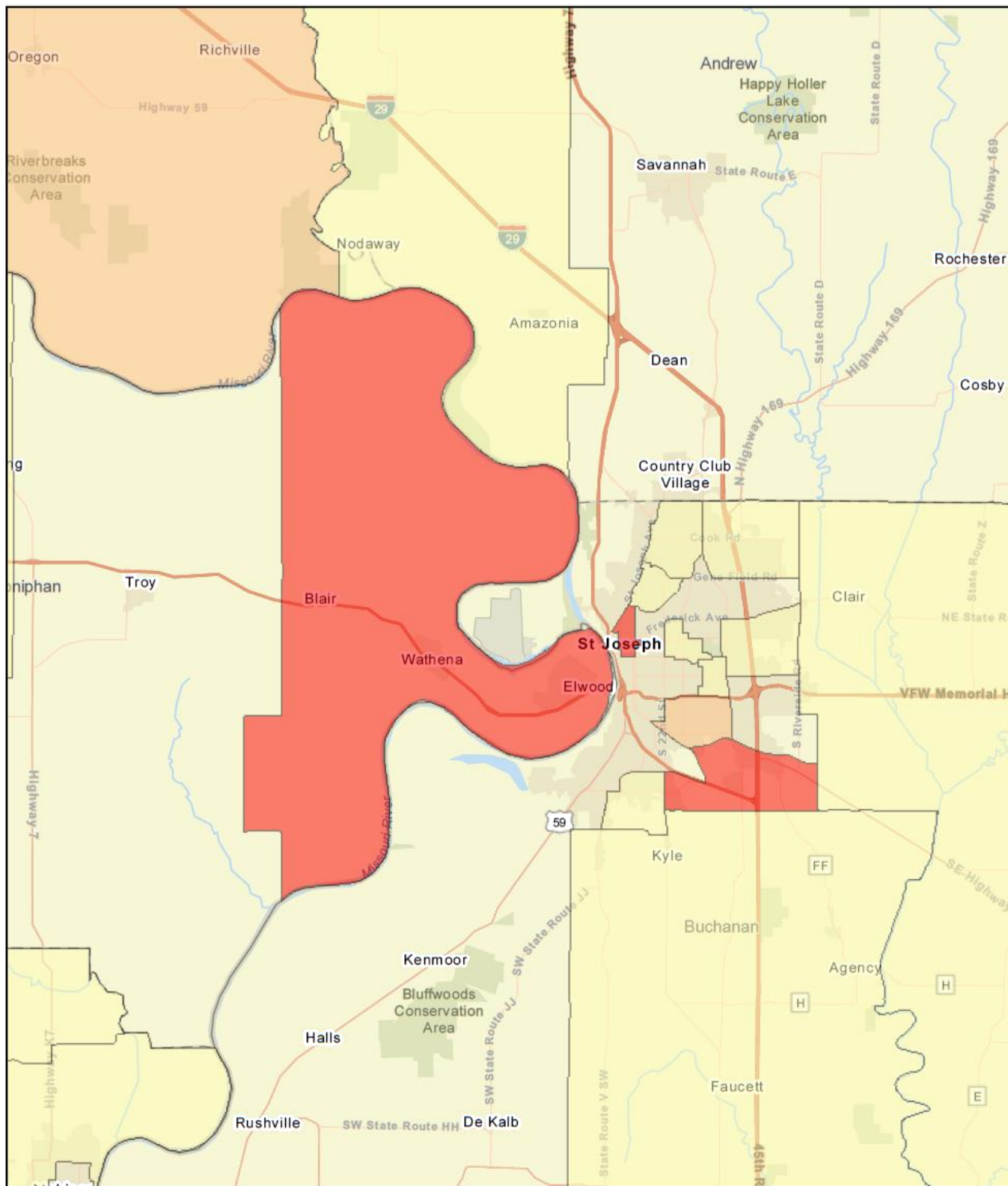
> 80 – 100

1:288,895
0 1.75 3.5 7 mi
0 3 6 12 km

67

EPA, Sources: Esri, HERE, Garmin, FAO, NOAA, USGS, © OpenStreetMap contributors, and the GIS User Community

Figure 24 - Percent of American Indian or Alaska Native Residents Below the Poverty Line



8/31/2021

by Tract

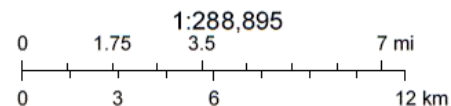
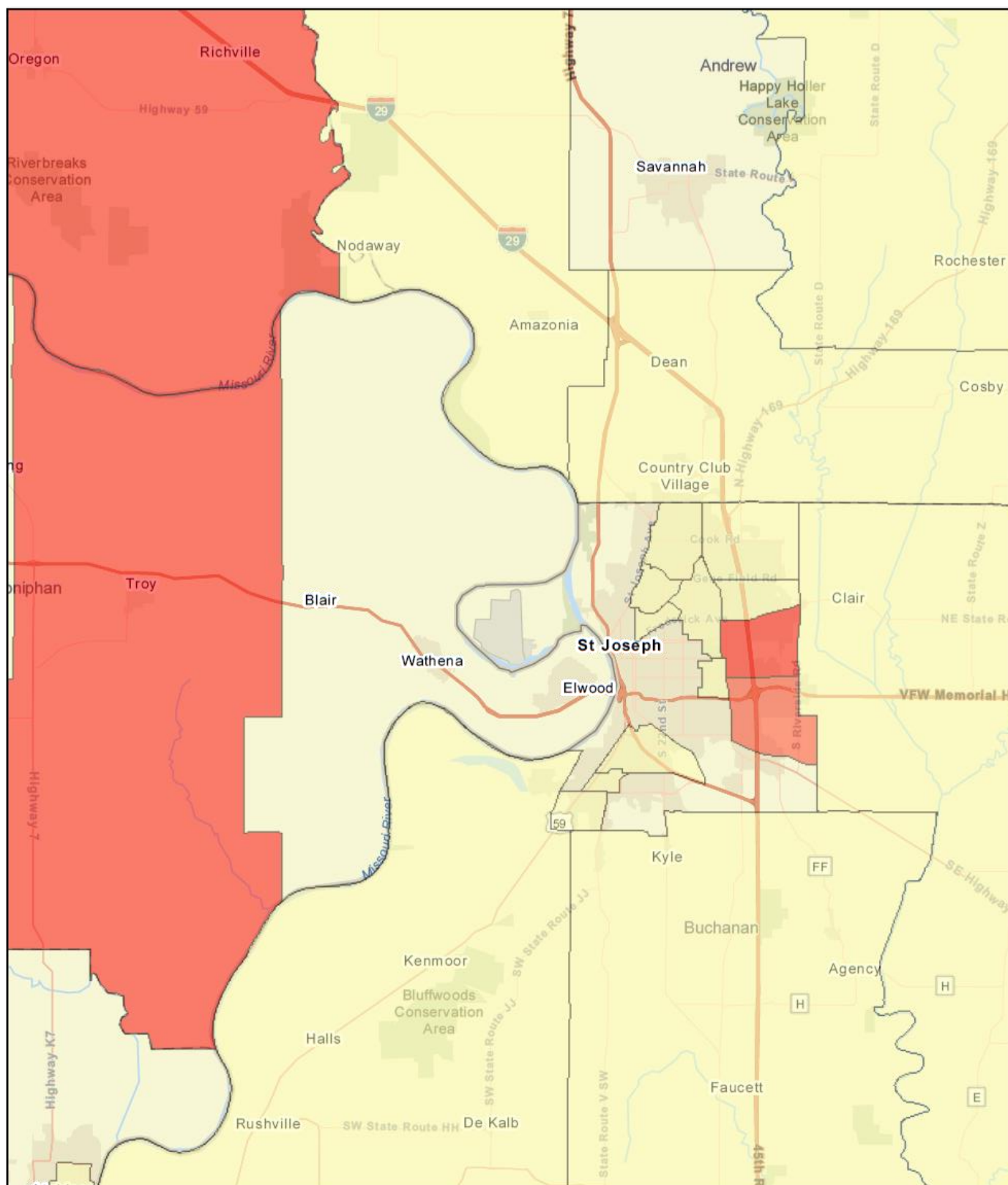


Figure 25 - Percent of Asian Residents Below the Poverty Line



8/31/2021

by Tract

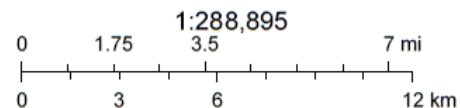
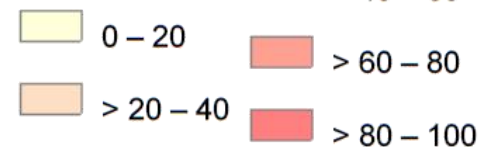
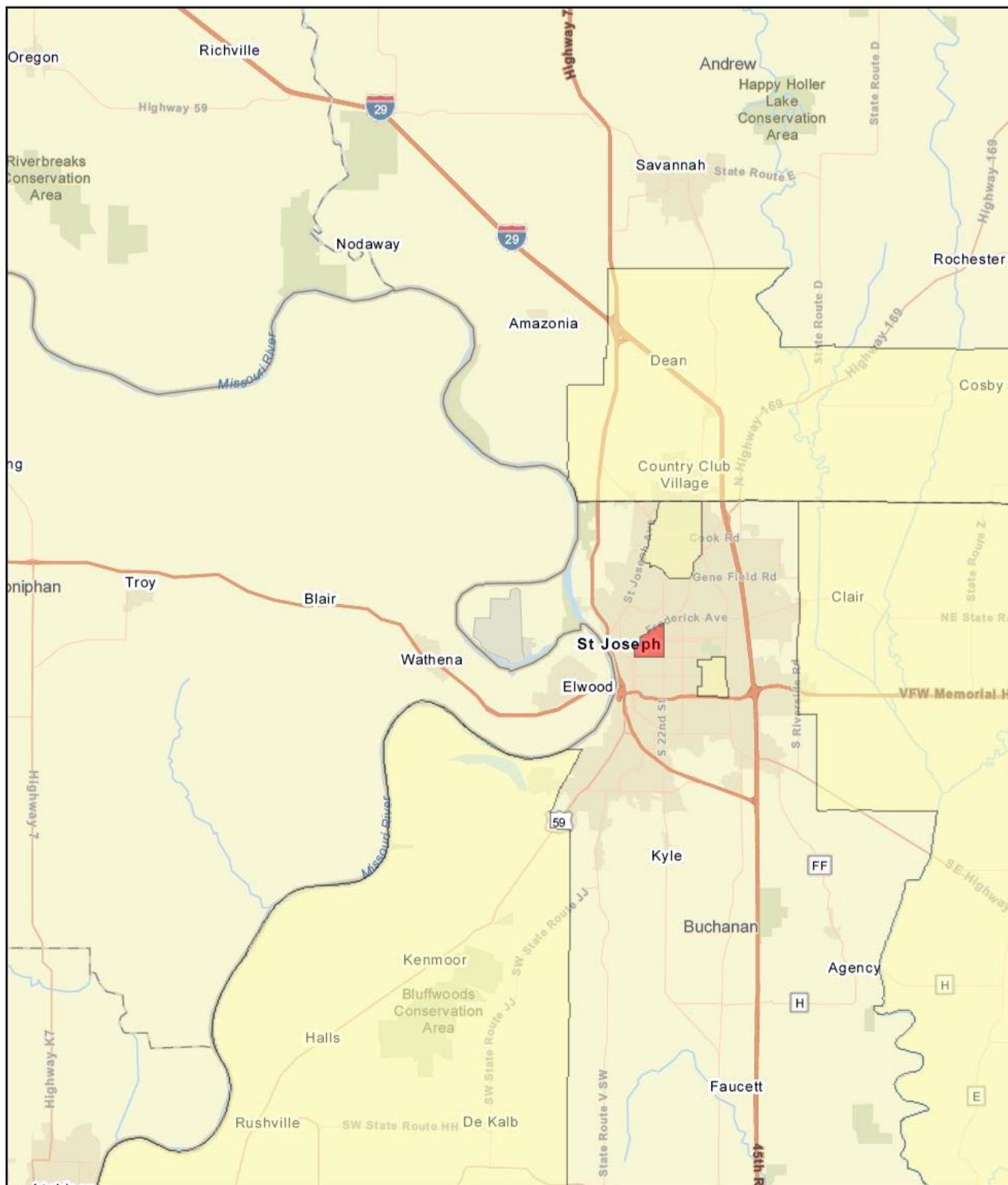


Figure 26 - Percent of Native Hawaiian or other Pacific Islander Residents Below the Poverty Line



8/31/2021

by Tract

0 – 20

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> 40 – 60

> 60 – 80

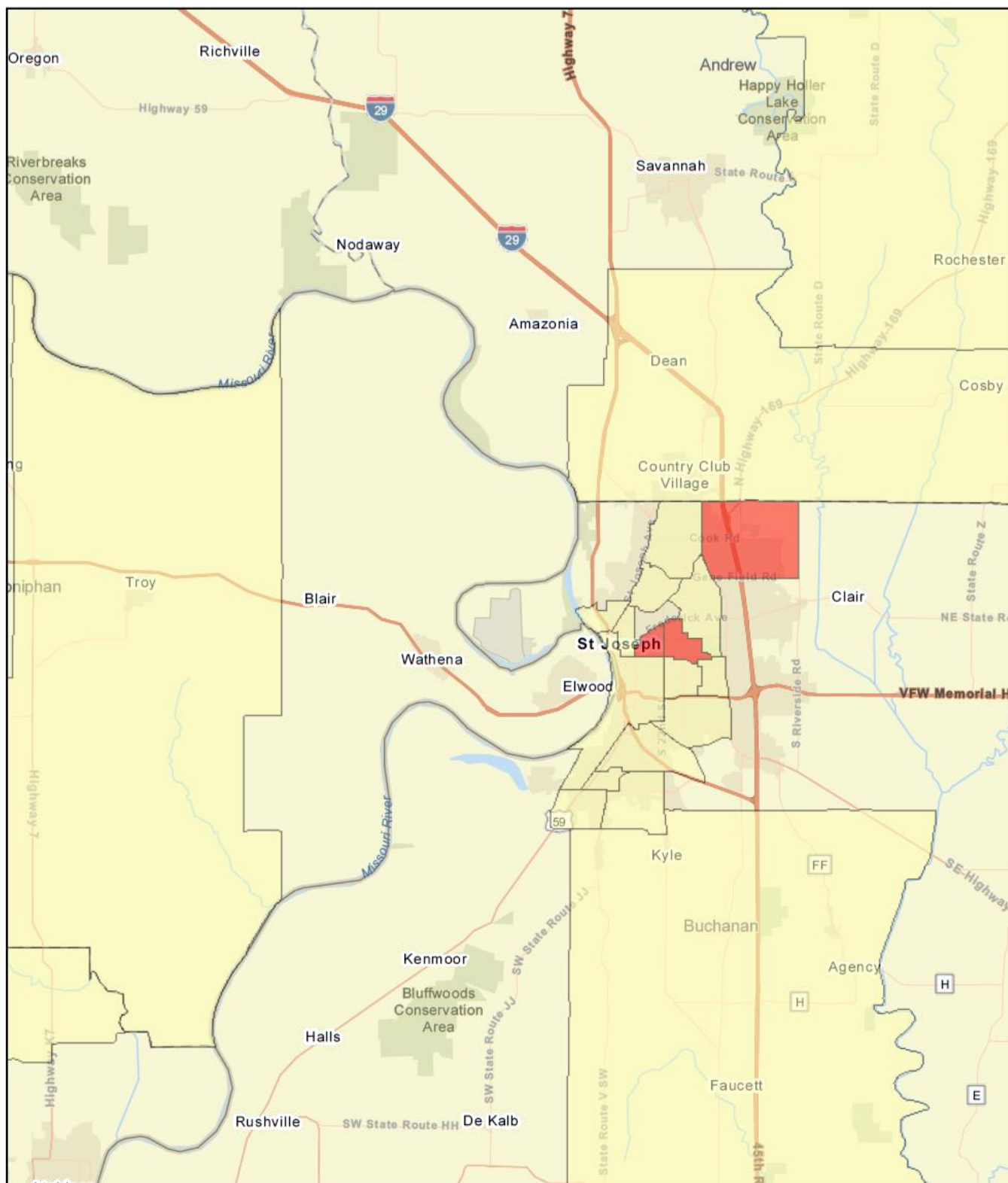
> 80 – 100

1:288,895
0 1.75 3.5 7 mi
0 3 6 12 km

70

EPA, Sources: Esri, HERE, Garmin, FAO, NOAA, USGS, © OpenStreetMap contributors, and the GIS User Community

Figure 27 - Percent of Residents of Some Other Race Alone Below the Poverty Line



8/31/2021

by Tract

0 – 20

> 20 – 40

> 40 – 60

> 60 – 80

> 80 – 100

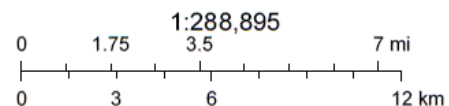
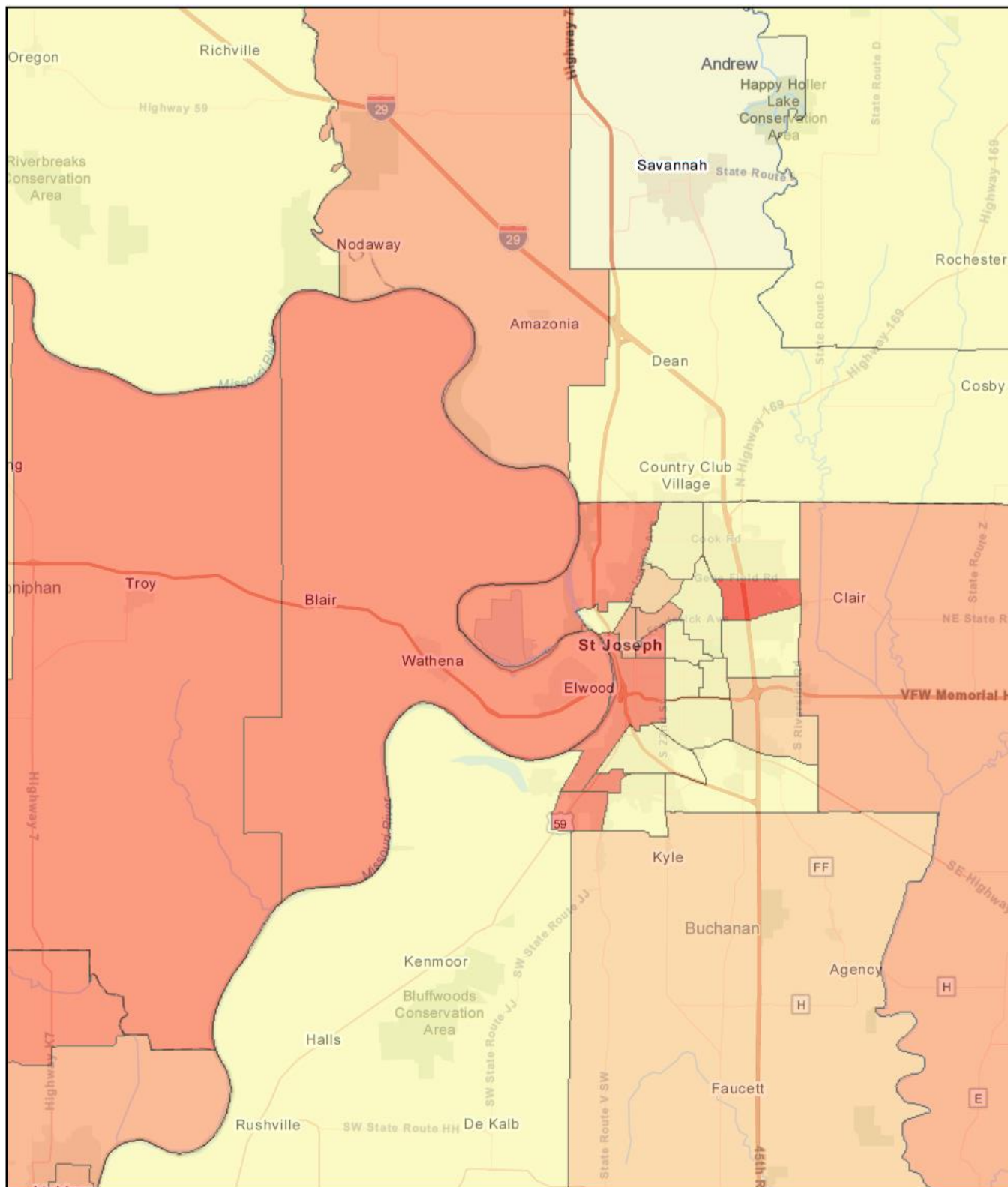


Figure 28 - Percent of Residents of Two or More Races Below the Poverty Line



8/31/2021

by Tract

0 – 20

> 20 – 40

> 40 – 60

> 60 – 80

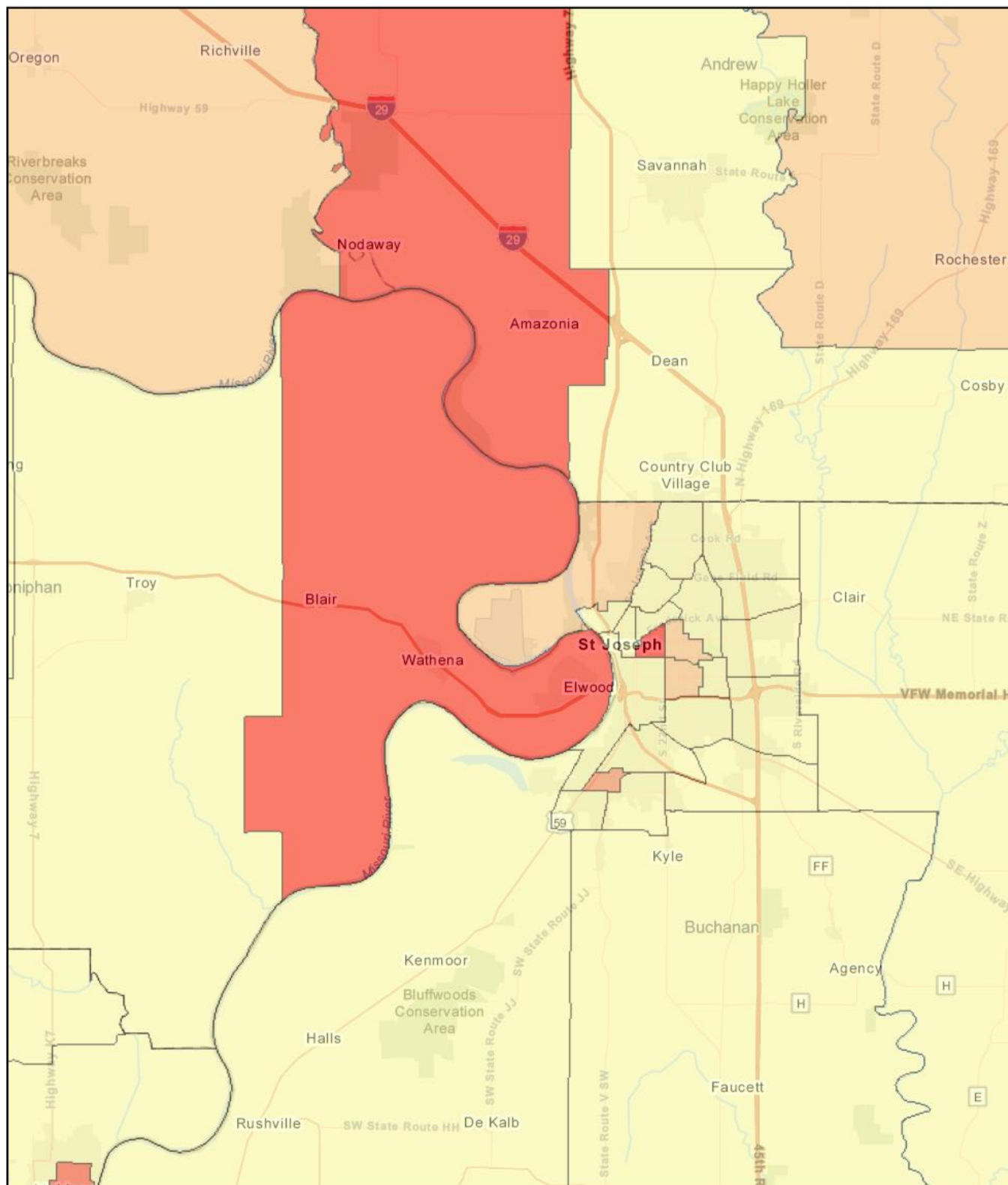
> 80 – 100

1:288,895
0 1.75 3.5 7 mi
0 3 6 12 km

72

EPA, Sources: Esri, HERE, Garmin, FAO, NOAA, USGS, © OpenStreetMap contributors, and the GIS User Community

Figure 29 - Percent of Hispanic or Latino Residents Below the Poverty Line



8/31/2021

by Tract

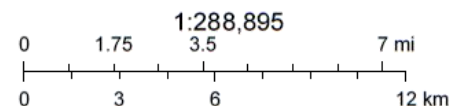
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> 60 – 80

> 80 – 100

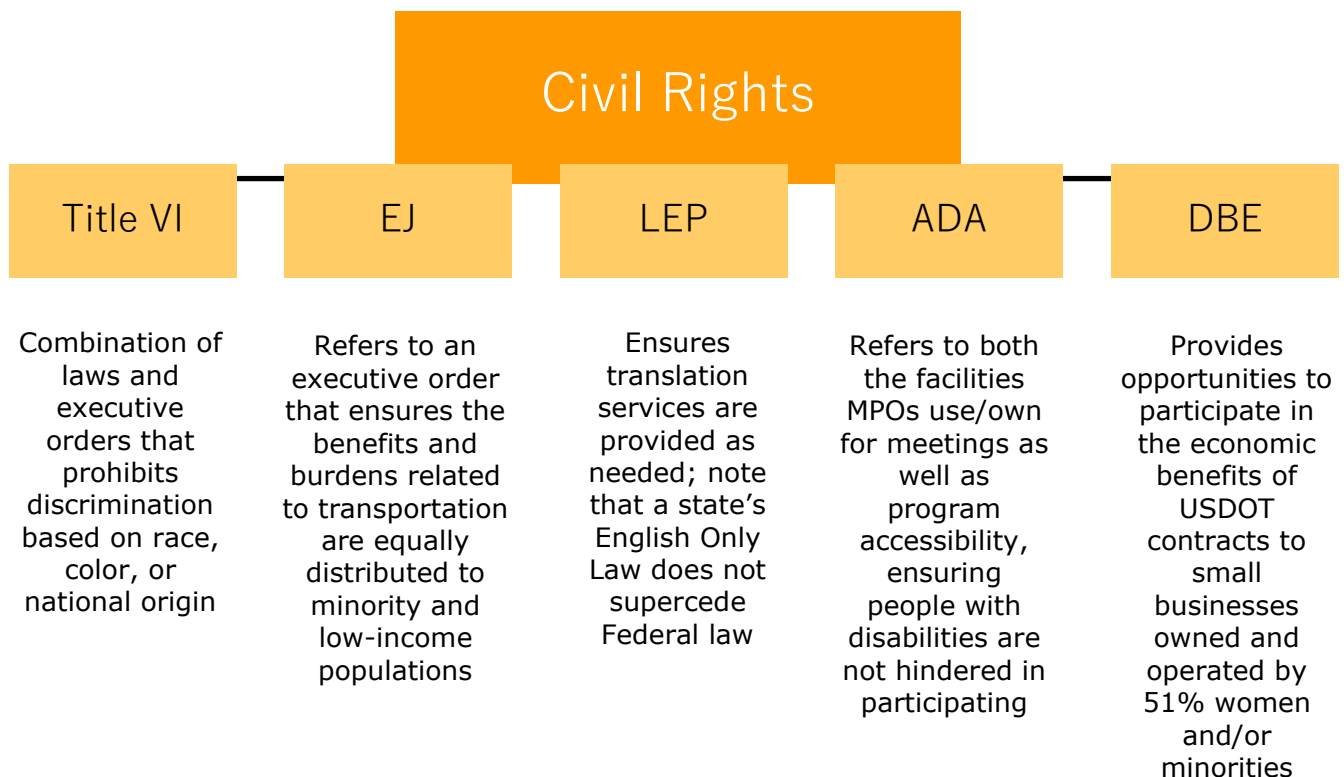


Civil Rights

Brief Overview

All recipients of federal financial assistance are obligated to comply with civil rights requirements. The overarching law that provides the basis of all civil rights programs is Title VI of the Civil Rights Act of 1964. Commonly referred to simply as Title VI, this law ensures no person is excluded from participation in, denied the benefit of, or subjected to discrimination on the basis of race, color, or national origin under any programs that receive federal funding. MPOs are responsible for creating a Title VI/Environmental Justice (EJ) Program and a Limited English Proficiency (LEP) Plan. SJATSO also maintains an Americans with Disabilities (ADA) Plan, and a Disadvantaged Business Enterprises (DBEs) Plan. These requirements can either be combined into a single, unified plan with specific aspects for each, or prepared in separate plans. SJATSO has elected to combine these aspects into a unified plan.

Figure 30 - Civil Rights Components



Title VI Description

Title VI refers to a specific section of the 1964 Civil Rights Act. The overarching act is enforced through broader means - federal agency policy and Executive Orders fully shape out how to comply with the Civil Rights Act. The law informs different regulations that guide federal programs. All agencies that receive federal funds must comply with the Civil Rights Restoration Act of 1987 and all relevant Executive Orders.

It is important to note that both Title VI and EJ apply to all planning and project development programs, policies, and activities of the MPO. Once an agency, firm, or local government receives federal-aid funds, all programs and activities of that entity are compelled to conform to Title VI. It is the full intent of SJATSO to operate its program without regards to race, color, and national origin.

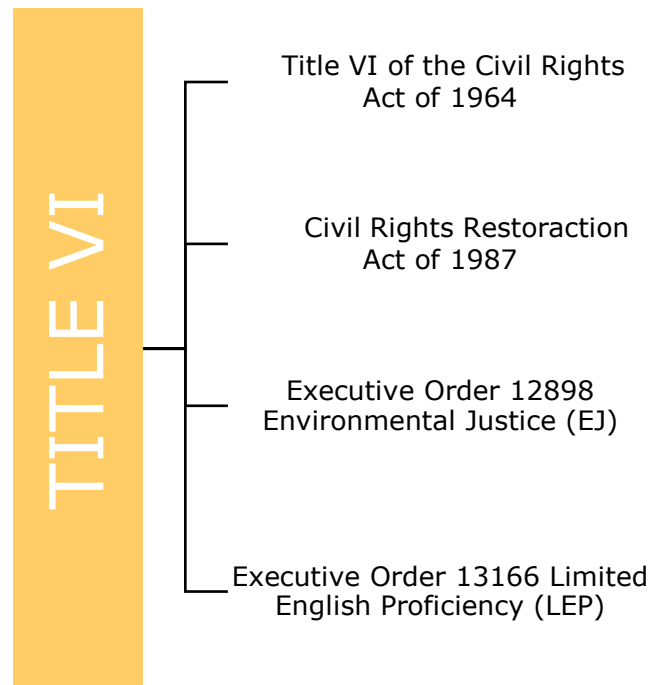
Title VI of the Civil Rights Act of 1964

Title VI of the Civil Rights Act of 1964 provides that no person in the United States shall on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.

Civil Rights Restoration Act of 1987

The Civil Rights Restoration Act of 1987 expanded the scope of Title VI coverage by defining the word "program" to make clear that discrimination is prohibited throughout an entire agency if any part of the agency receives federal financial assistance.

Figure 31 - Title VI Components



Executive Order 12898

[Executive Order 12898](#) is titled Federal Actions to Address **Environmental Justice** in Minority Populations and **Low-Income** Populations. It was issued by President Clinton in 1994 to direct federal attention to develop strategies to address disproportionately high and adverse human health or environmental effects of their programs on minority and low-income populations.

Executive Order 13166

[Executive Order 13166](#) is titled Improving Access to Services for Persons with **Limited English Proficiency (LEP)**. It was issued by President Clinton in 2000 to direct federal agencies to evaluate services provided and implement a system that ensures that Limited English Proficiency persons are able to meaningfully access the services provided consistent with [and without unduly burdening] the fundamental mission of each federal agency. The Executive Order includes the statement below:

Each Federal Agency shall prepare a plan to improve access to its federally conducted programs and activities by eligible LEP persons. Each plan shall be consistent with the standards set forth in the LEP Guidance, and shall include the steps the agency will take to ensure that eligible LEP persons can meaningfully access the agency's programs and activities.

Executive Order 12898 and Executive Order 13166 are not directly under Title VI legislation, but do have similar purviews. Due to such similarities, Executive Orders 12898 and 13166 are generally used to help enforce Title VI compliance.

Environmental Justice

As defined by the Federal Highway Administration to mean identifying and addressing disproportionately high and adverse effects of the agency's programs, policies, and activities on minority and low-income populations to achieve an equitable distribution of benefits and burdens.

Low-Income

is defined as having a median household income at or below Department of Health and Human Services Poverty guidelines. For a family of 4 that threshold is *less than* \$26,500 in 2021.

Limited English Proficiency (LEP)

A category within the census that records the percentage of the population who *speak English less than "very well."* This population is generally non-native English speakers.

Environmental Justice

Environmental Justice (EJ) refers to identifying and addressing disproportionately high and adverse effects of the agency's programs, policies, and activities on minority and low-income populations to achieve an equitable distribution of benefits and burdens. This includes the full and fair participation by all potentially affected communities in the transportation decision-making process. The MPO identifies Environmental Justice through identifying the low/moderate household income and minority population. Note that FHWA defines "low-income" as "a person whose household income is at or below the Department of Health and Human Services poverty guidelines." There are three fundamental Environmental Justice principles:

- To avoid, minimize, or mitigate disproportionately high and adverse human health and environmental effects, including social and economic effects, on minority populations and low-income populations
- To ensure the full and fair participation by all potentially affected communities in the transportation decision-making process
- To prevent the denial of, reduction in, or significant delay in the receipt of benefits by minority and low-income populations

Title VI vs EJ

While there are many similarities, there is an important distinction:

Title VI prohibits discrimination based on race, color, or national origin. This is required for all plans, programs and processes receiving federal funds.

EJ ensures the benefits and burdens related to transportation are not disproportionately high. Special attention should be given to this in project selection and prioritization.

Title VI and Environmental Justice in Practice

The Public Participation Plan (PPP) requires that SJATSO ensure the public has full access to all information concerning human health and environmental impacts that could potentially affect the public, especially EJ populations. SJATSO includes the Title VI Notice to the Public in relevant press releases and on the agency website while also notifying relevant protected groups (as defined by Title VI), with targeted messaging – potentially via social media – of the public hearings regarding proposed actions. The MPO also makes the hearings accessible to all residents. This includes the use of interpreters when requested, or when a strong need for their use has been identified. More information on public participation is in Appendix B.

Table VI and Environmental Justice in Practice continued

The development of the Metropolitan Transportation Plan (MTP) includes a Title VI and Environmental Justice (EJ) Analysis to ensure that the burdens and benefits of planned transportation activities are equitably distributed across racial and socio-economic groups. Staff reviews the impacts that planned programs and projects would have on low-income and minority residents in such areas as transportation investments, effect of projects on travel times of area residents, and access to transit. Prior to adoption, a draft MTP is provided to the community for public comment through the MPO website and a variety of other public engagement techniques. These techniques include (but are not limited to): public notices in local newspapers when drafts are available for comment – which also describe where and how to comment – as well as social media advertisement, which does the same.

The Transportation Improvement Program (TIP) documents the metropolitan region's prioritization of limited transportation resources available among the various needs of the region. It is a program and schedule of intended transportation improvements (or continuation of current activities) for the next four (4) years. SJATSO develops the TIP as part the regional planning process for federal funds received from the Federal Highway Administration (FHWA) and the Federal Transit Administration (FTA), as well as regionally significant projects affecting the system regardless of funding source.

The TIP implements the MTP for SJATSO. All projects in the TIP must first be included in the MTP. These projects must either be explicitly identified as regional capacity projects, or as part of ongoing program elements included in this assessment. The following page shows a map from the current 2045 MTP, which outlines low income and minority populations, as well as planned transportation improvements in such communities.

The TIP does not directly assess benefits and burdens related to outcomes of specific projects or programs. That level of analysis occurs during the environmental analysis of individual projects with oversight provided by the administering State DOT. Additionally, part of project submission and request for extension requires sponsors to certify that their projects are in compliance with SJATSO's Civil Rights Program, and that their projects mitigate and address EJ concerns. After this point, SJATSO identifies federal, state, and local funds used in EJ areas under each category in the Fiscally Constrained Projects section of the TIP. The map on the next page identifies fiscally constrained projects and what number they are listed as in the MTP. More information about these projects can be found in the 2045 MTP published by SJATSO on the St. Joseph City website: <https://www.stjoemo.info/889/Plans-and-Projects>.

Figure 32 - Environmental Justice Areas and Fiscally Constrained Projects

Source: 2045 MTP, Chapter 9 - Environmental Justice

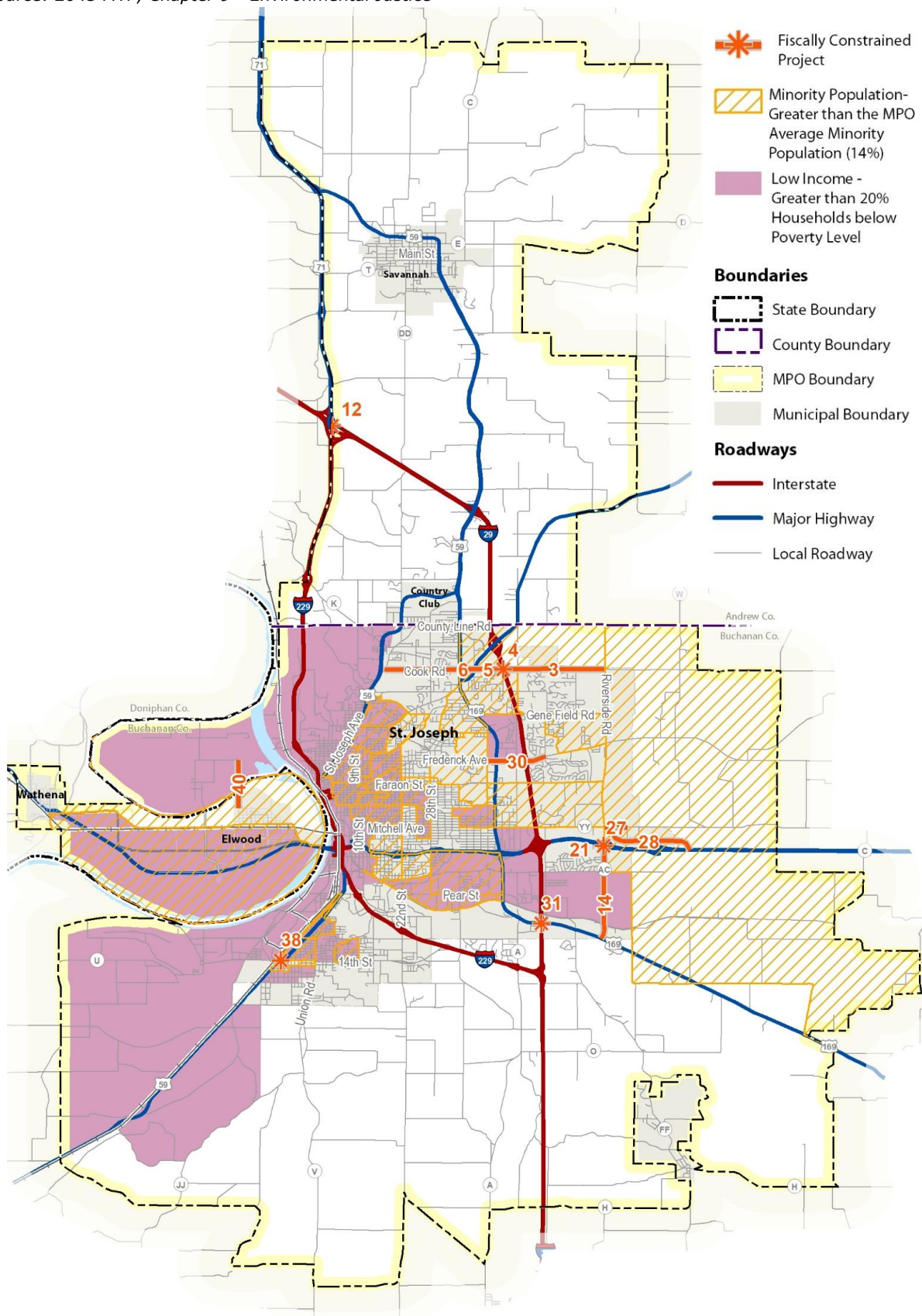
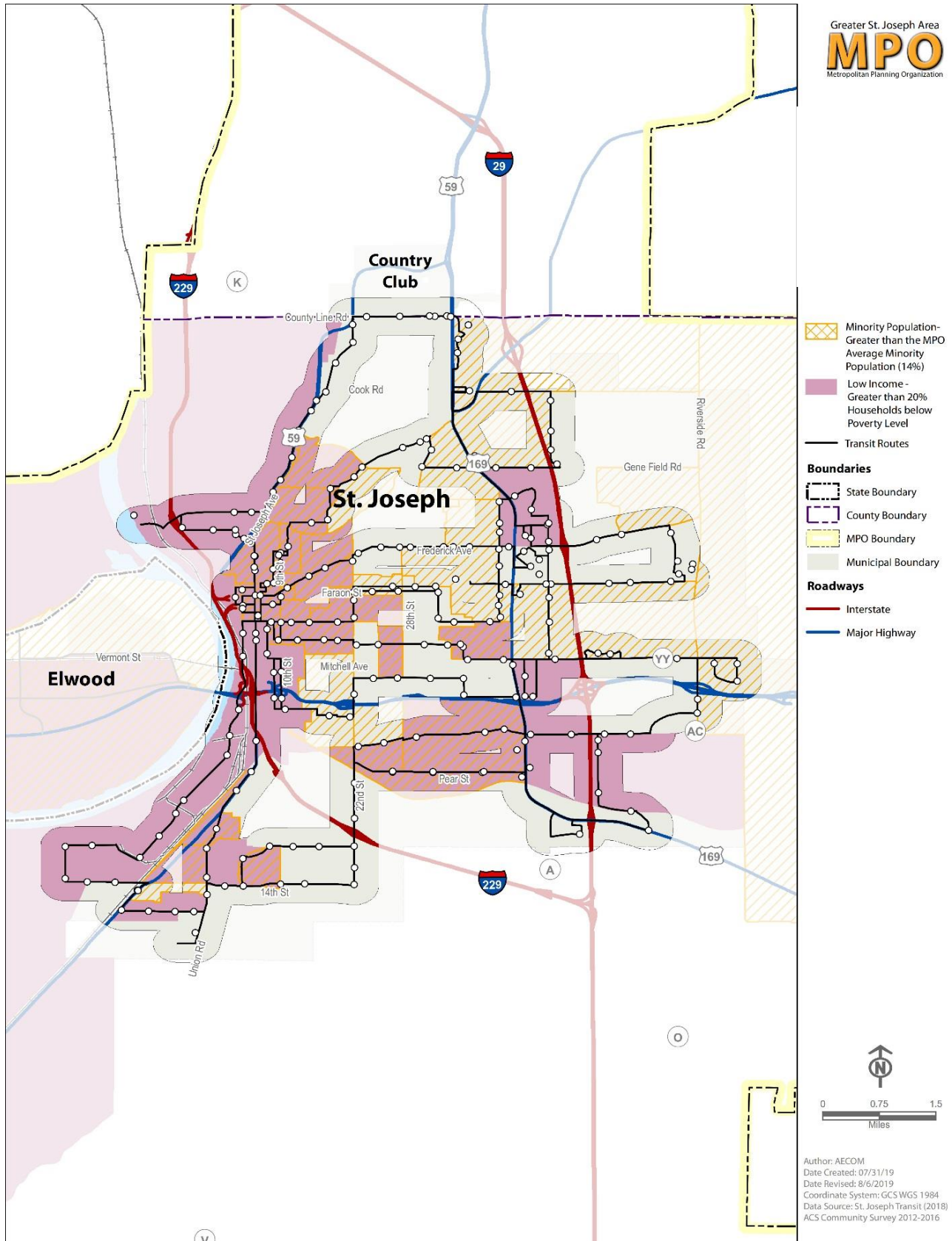


Figure 33 - Environmental Justice Areas and Existing Transit Service Route Coverage

Source: 2045 MTP, Appendix I - Environmental Justice



Limited English Proficiency

Persons with a limited ability to read, write, speak, or understand English are designated the status “Limited English Proficiency” (LEP) within the construct of Title VI and implementing regulations. The LEP population includes persons for whom English is not their primary language and who have a limited ability to speak, understand, read, or write English. The U.S. Supreme Court in *Lau v. Nichols* (414 U.S. 563 [1974]) ruled that Title VI regulations by the former Department of Health, Education, and Welfare (HEW) - later divided into the Department of Health and Human Services and the Department of Education - prohibit federal actions that have a disproportionate effect on LEP persons, because such conduct constitutes discrimination with respect to national origin.

Federal agencies are required to develop LEP Plans, and as a condition of receiving federal financial assistance, recipients must comply with Title VI and LEP guidelines of the federal agency from which funds are provided. Federal assistance includes grants, training, use of equipment, donations of surplus property, and other assistance. As a recipient of federal funds from the Federal Highway and Federal Transit Administrations, SJATSO is committed to providing service to all citizens, including those who do not speak English as their primary language, and who have a limited ability to read, speak, write, or understand English.

Elements of an Effective LEP Policy

The U.S. Department of Justice (DOJ), Civil Rights Division has developed a set of elements that were used in the development of this program, including:

- Identifying LEP persons who need language assistance
- Identifying ways in which language assistance will be provided
- Training staff
- Providing notice to LEP persons
- The recommended method of evaluating accessibility to available transportation services is the Four-Factor Analysis identified by the USDOT

Methodology: Four Factor Analysis

The DOJ outlined the following four factors to determine the level and extent of language-assistance measures required within a metropolitan planning organization’s area of responsibility:

1. The number or proportion of LEP persons eligible to be served or likely to be encountered by a program, activity, or service of the recipient or grantee.
2. The frequency with which LEP individuals interact with the program.
3. The nature and importance of the program, activity, or service provided by the recipient to people’s lives.
4. The resources available to the recipient and costs.

Factor 1: Proportion, Numbers and Distribution of LEP Persons

The Census Bureau has a range of classifications for how well people speak English. For the purpose of this analysis, SJATSO is considering people over 5 years of age and that speak English “less than very well”. Table 10 on Page 38 shows the number of LEP residents in the region, as well as what percent LEP residents are of their language community. Tables 15 and 16 further break down the language communities in the SJATSO region.

Factor 2: Frequency of Contact with LEP Individuals

SJATSO does not currently have any documentation or knowledge of an interaction with an LEP person in any of its programs or activities, formal or otherwise. However, through this program, staff will continue to monitor and anticipate potential LEP needs.

Factor 3: The Nature and Importance of the Program, Activity, or Service to LEP Community

SJATSO is responsible for coordinating the regional transportation planning process, supporting cooperative, comprehensive, and continuing planning as outlined in federal transportation acts. In doing so, SJATSO develops the MTP, TIP, and UPWP. While those projects are important for long term growth, SJATSO does not provide any programs, activities, or services involving vital, immediate, or emergency assistance, such as medical treatment, or any programs, activities, or services involving basic needs, such as food or shelter. Therefore, denial or delay of access to services or information provided by SJATSO would not have life-threatening implications to an LEP individual. Involvement in SJATSO’s planning and decision-making process by residents is entirely voluntary, though highly encouraged. No pre-requisites or qualifications exist that the public must meet prior to their participation in the transportation planning and decision-making process.

Factor 4: The Resources Available to the MPO and Overall Costs

As shown in the following tables, there are very small populations of LEP persons within the SJATSO planning area. The small size of the LEP population implies that there does not exist a constant need to produce planning documents, programs, and general information in languages other than English at the regional level. Based on the current SJATSO budget, such a plan would be cost prohibitive for current language communities. However, as shown in the LEP Implementation Plan below, SJATSO is committed to including all residents in the transportation planning and decision-making process. To that end, this LEP Plan will be reviewed every three years to assess whether there are any significant changes in need. This is to ensure that language barriers are not preventing LEP persons from participating meaningfully in the transportation planning and decision-making process. SJATSO will make all attempts, to the best of its abilities, to ensure that LEP persons have meaningful opportunities to participate; this includes providing translation services when provided sufficient notice.

Table 14 - English Fluency: Counties and MPO

Source: U.S. Census: American Community Survey 5 Year Estimate Subject Tables, 2019 Vintage, Table ID C16001 - Language Spoken at Home for the Population 5 Years and Over

English Fluency: Counties and MPO						
Language	Speak English:	Andrew County	Buchanan County	Doniphan County	SJATSO	Language Totals*
Spanish	Very Well	235	1,825	62	2,172	3613
	Less than Very Well	30	1,449	12	1,501	
French, or Haitian, or Creole	Very Well	0	50	4	58	152
	Less than Very Well	0	98	0	98	
German or other West Germanic	Very Well	79	106	16	250	233
	Less than Very Well	3	29	0	32	
Russian, or Polish, or other Slavic	Very Well	15	66	0	81	197
	Less than Very Well	2	103	11	116	
Other Indo-European	Very Well	26	200	0	228	245
	Less than Very Well	1	18	0	19	
Korean	Very Well	0	0	4	4	4
	Less than Very Well	0	0	0	0	
Chinese, (incl. Mandarin & Cantonese)	Very Well	0	139	0	139	166
	Less than Very Well	0	27	0	27	
Vietnamese	Very Well	0	27	0	31	47
	Less than Very Well	0	20	0	20	
Tagalog (incl. Filipino)	Very Well	0	40	0	49	44
	Less than Very Well	0	4	0	11	
Other Asian or Pacific Island	Very Well	2	140	1	154	576
	Less than Very Well	0	436	0	436	
Arabic	Very Well	0	43	0	49	192
	Less than Very Well	0	149	0	149	
Other	Very Well	0	73	26	99	222
	Less than Very Well	0	123	0	123	

* Due to the small populations depicted by this chart, census margins of error can cause totals not to match exactly with population totals in other tables which describe larger populations. For exact margins of error, please visit the census website <https://data.census.gov/cedsci/advanced> and search the source chart, or contact SJATSO for more information.

Table 14 Discussion

Table 14 further breaks down data from Table 10 to better illustrate which language communities are present regionally. The SJATSO boundaries do not extend to cover the entirety of any of the counties, so some language speakers may live in the county but not be residents of SJATSO. Language totals do not include speakers in SJATSO because of this reason. If they live in the county AND in the boundaries of SJATSO, they would then be double counted. These speakers are still important to note because, given their proximity to the MPO, they are likely to be users of the transportation systems. The table breaks down speakers who speak a language other than English and their level of English fluency – measured by whether they speak English “Very Well” or “Less than Very Well” as defined by the Census Bureau.

In Andrew County, 265 residents speak Spanish: 235 of whom speak English very well, 30 of whom speak English less than very well. 0 residents speak French, Haitian, or Creole. 82 residents speak German or another West Germanic language: 79 of whom speak English very well, 3 of whom speak English less than very well. 17 residents speak Russian, Polish, or another Slavic language: 15 of whom speak English very well, 2 of whom speak English less than very well. 27 residents speak some other Indo-European language: 26 of whom speak English very well, 1 of whom speaks English less than very well. 0 residents speak Korean. 0 residents speak Chinese, inclusive of Mandarin and Cantonese. 0 residents speak Vietnamese. 0 residents speak Tagalog, inclusive of Filipino. 2 residents speak another Asian or Pacific Island language, both of whom speak English very well. 0 residents speak Arabic. 0 residents speak some other language.

In Buchanan County, 3,274 residents speak Spanish: 1,825 of whom speak English very well, 1,449 of whom speak English less than very well. 148 residents speak French, Haitian, or Creole: 50 of whom speak English very well, 98 of whom speak English less than very well. 135 residents speak German or another West Germanic language: 106 of whom speak English very well, 29 of whom speak English less than very well. 169 residents speak Russian, Polish, or another Slavic language: 66 of whom speak English very well, 103 of whom speak English less than very well. 218 residents speak some other Indo-European language: 200 of whom speak English very well, 18 of whom speak English less than very well. 0 residents speak Korean. 166 residents speak Chinese, inclusive of Mandarin and Cantonese: 139 of whom speak English very well, 27 of whom speak English less than very well. 47 residents speak Vietnamese: 27 of whom speak English very well, 20 of whom speak English less than very well. 44 residents speak Tagalog inclusive of Filipino: 40 of whom speak English very well, 4 of whom speak English less than very well. 576 residents speak another Asian or Pacific Island language, 140 of whom speak English very well, 436 of whom speak English less than very well. 192 residents speak Arabic: 43 of whom speak English very well, 149 of whom speak English less than very well. 196 residents speak some

Table 14 Discussion continued

other language: 73 of whom speak English very well, 123 of whom speak English less than very well.

In Doniphan County, 74 residents speak Spanish: 62 of whom speak English very well, 12 of whom speak English less than very well. 4 residents speak French, Haitian, or Cajun, all of whom speak English very well. 16 residents speak German or another West Germanic language, all of whom speak English very well. 11 residents speak Russian, Polish, or another Slavic language, all of whom speak English less than very well. 0 residents speak some other Indo-European language. 4 residents speak Korean, all of whom speak English very well. 0 residents speak Chinese, inclusive of Mandarin and Cantonese. 0 residents speak Vietnamese. 0 residents speak Tagalog, inclusive of Filipino. 1 resident speaks another Asian or Pacific Island language and speaks English very well. 0 residents speak Arabic. 26 residents speak some other language, all of whom speak English very well.

Within SJATSO boundaries, 3,673 residents speak Spanish: of whom 2,172 speak English very well, and 1,501 speak English less than very well. 156 residents speak French, Haitian, or Cajun: 58 of whom speak English very well and 98 of whom speak English less than very well. 282 residents speak German or another West Germanic language: 250 of whom speak English very well, 32 of whom speak English less than very well. 197 residents speak Russian, Polish, or another Slavic language: 81 of whom speak English very well, 116 of whom speak English less than very well. 247 residents speak some other Indo-European language: 228 of whom speak English very well, 19 of whom speak English less than very well. 4 residents speak Korean, all of whom speak English very well. 166 residents speak Chinese, inclusive of Mandarin and Cantonese: 139 of whom speak English very well, 27 of whom speak English less than very well. 51 residents speak Vietnamese: 31 of whom speak English very well, 20 of whom speak English less than very well. 60 residents speak Tagalog, inclusive of Filipino: 49 of whom speak English very well, 11 of whom speak English less than very well. 590 residents speak some other Asian or Pacific Island language: 154 of whom speak English very well, 436 of whom speak English less than very well. 198 residents speak Arabic: 49 of whom speak English very well, 149 of whom speak English less than very well. 222 residents speak some other language: 99 of whom speak English very well, 123 of whom speak English less than very well.

This data demonstrates that the large majority of foreign language speakers reside in Buchanan County or within SJATSO proper. Andrew and Doniphan counties have a much lower level of linguistic diversity, likely due to their smaller overall population and narrower range of employment opportunities when compared to Buchanan County. Spanish is the largest language community in the region, followed by Asian and Pacific Island languages and other Indo-European languages. It is important to note that these are not

Table 14 Discussion continued

individual language communities. Rather the categories of Asian and Pacific Island languages, as well as other Indo-European languages, are groupings of languages that come from similar geographic backgrounds. Therefore, these communities do not speak a single, homogenous language. Individual language communities exist within these larger groupings.

Table 15 - English Fluency: Cities Within MPO

Source: U.S. Census: American Community Survey 5 Year Estimate Subject Tables, 2019 Vintage, Table ID C16001 - Language Spoken at Home for the Population 5 Years and Over

English Fluency: Cities Within MPO							
Language	Speak English:	Elwood	Wathena	Savannah	Country Club	St. Joseph	Language Totals*
Spanish	Very Well	0	0	0	19	1,757	3,229
	Less than Very Well	0	0	4	20	1,429	
French, or Haitian, or Creole	Very Well	0	0	0	0	49	147
	Less than Very Well	0	0	0	0	98	
German or other West Germanic	Very Well	0	1	15	26	75	146
	Less than Very Well	0	0	0	0	29	
Russian, or Polish, or other Slavic	Very Well	0	0	0	15	59	188
	Less than Very Well	0	11	0	0	103	
Other Indo-European	Very Well	0	0	0	0	198	216
	Less than Very Well	0	0	0	0	18	
Korean	Very Well	0	0	0	0	0	0
	Less than Very Well	0	0	0	0	0	
Chinese, (incl. Mandarin & Cantonese)	Very Well	0	0	0	0	138	165
	Less than Very Well	0	0	0	0	27	
Vietnamese	Very Well	0	0	0	0	27	47
	Less than Very Well	0	0	0	0	20	
Tagalog (incl. Filipino)	Very Well	0	0	0	0	40	44
	Less than Very Well	0	0	0	0	4	
Other Asian or Pacific Island	Very Well	0	0	0	0	140	574
	Less than Very Well	0	0	0	0	434	
Arabic	Very Well	0	0	0	0	43	192
	Less than Very Well	0	0	0	0	149	
Other	Very Well	0	0	0	0	73	196
	Less than Very Well	0	0	0	0	123	

* Due to the small populations depicted by this chart, census margins of error can cause totals not to match exactly with population totals in other tables which describe larger populations. For exact margins of error, please visit the census website <https://data.census.gov/cedsci/advanced> and search the source chart, or contact SJATSO for more information.

Table 15 Discussion

Table 16 further breaks down linguistic communities within SJATSO to the level of the cities that comprise the metropolitan area. Unlike county residents, all city residents are residents of SJATSO proper.

In the city of Elwood, Kansas, 0 residents speak Spanish. 0 residents speak French, Haitian, or Creole. 0 residents speak German or another West Germanic language. 0 residents speak Russian, Polish, or another Slavic language. 0 residents speak some other Indo-European language. 0 residents speak Korean. 0 residents speak Chinese, inclusive of Mandarin and Cantonese. 0 residents speak Vietnamese. 0 residents speak Tagalog, inclusive of Filipino. 0 residents speak some other Asian or Pacific Island language. 0 residents speak Arabic. 0 residents speak some other language.

In the city of Wathena, Kansas, 0 residents speak Spanish. 0 residents speak French, Haitian, or Creole. 1 resident speaks German or another West Germanic language, and they speak English very well. 11 residents speak Russian, Polish, or another Slavic language, all of whom speak English less than very well. 0 residents speak some other Indo-European language. 0 residents speak Korean. 0 residents speak Chinese, inclusive of Mandarin and Cantonese. 0 residents speak Vietnamese. 0 residents speak Tagalog, inclusive of Filipino. 0 residents speak some other Asian or Pacific Island language. 0 residents speak Arabic. 0 residents speak some other language.

In the city of Savannah, Missouri, 4 residents speak Spanish, all of whom speak English less than very well. 0 residents speak French, Haitian, or Creole. 15 residents speak German or another West Germanic language, all of whom speak English very well. 0 residents speak Russian, Polish, or another Slavic language. 0 residents speak some other Indo-European language. 0 residents speak Korean. 0 residents speak Chinese, inclusive of Mandarin and Cantonese. 0 residents speak Vietnamese. 0 residents speak Tagalog, inclusive of Filipino. 0 residents speak some other Asian or other Pacific Island language. 0 residents speak Arabic. 0 residents speak some other language.

In the Village of Country Club, 39 residents speak Spanish: 19 of whom speak English very well, 20 of whom speak English less than very well. 0 residents speak French, Haitian, or Creole. 26 residents speak German or another West Germanic language, all of whom speak English very well. 15 residents speak Russian, Polish, or another Slavic language, all of whom speak English very well. 0 residents speak some other Indo-European language. 0 residents speak Korean. 0 residents speak Chinese, inclusive of Mandarin and Cantonese. 0 residents speak Vietnamese. 0 residents speak Tagalog, inclusive of Filipino. 0 residents speak some other Asian or Pacific Island language. 0 residents speak Arabic. 0 residents speak some other language.

Table 15 Discussion continued

In the city of St. Joseph, 3,186 residents speak Spanish: 1,757 of whom speak English very well, 1,429 of whom speak English less than very well. 147 residents speak French, Haitian, or Creole: 49 of whom speak English very well, 98 of whom speak English less than very well. 104 residents speak German or another West Germanic language: 75 of whom speak English very well, 29 of whom speak English less than very well. 162 residents speak Russian, Polish, or some other Slavic language: 59 of whom speak English very well, 103 of whom speak English less than very well. 216 residents speak some other Indo-European language: 198 of whom speak English very well, 18 of whom speak English less than very well. 0 residents speak Korean. 165 residents speak Chinese, inclusive of Mandarin and Cantonese: 138 of whom speak English very well, 27 of whom speak English less than very well. 47 residents speak Vietnamese: 27 of whom speak English very well, 20 of whom speak English less than very well. 44 residents speak Tagalog, inclusive of Filipino: 40 of whom speak English very well, 4 of whom speak English less than very well. 574 residents speak some other Asian or Pacific Island language: 140 of whom speak English very well, 434 of whom speak English less than very well. 192 residents speak Arabic: 43 of whom speak English very well, 149 of whom speak English less than very well. 196 residents speak some other language: 73 of whom speak English very well, 123 of whom speak English less than very well.

The data in Table 16 demonstrates that the city of Elwood has the lowest level of linguistic diversity, with no residents speaking a language other than English. The cities of Savannah and Wathena are similarly linguistically homogenous, with only 2 languages total spoken other than English. Of note is that neither city has Spanish-speaking residents, which is the dominant language in the area after English. The village of Country Club is slightly more linguistically diverse, with 3 languages other than English spoken. Country Club does have some Spanish speakers, but those who speak English less than very well slightly outnumber residents who speak Spanish and English very well. The city of St. Joseph has much more linguistic representation, with speakers in every language category in the table except for Korean. Spanish is by far the most common other language spoken, with almost 3,000 more speakers compared to the next closest single language, Arabic. The most common linguistic families spoken in cities in the region after Spanish are Other Asian and Pacific Island languages and Other Indo-European languages. As before, these are not homogenous linguistic groups, but rather speakers of languages with similar geographic histories. No clear trend exists in whether any linguistic community has a high, moderate, or low level of English fluency at any geographic level.

LEP Implementation Plan

Safe Harbor

Federal law provides a “Safe Harbor” so a recipient of federal funds, like SJATSO, can ensure with greater certainty that it is in compliance with its Title VI obligation to provide written translations of its documents to LEP persons. The failure to provide written translations in some cases, however, does not necessarily mean noncompliance. Even if the “Safe Harbor” is not used and if, for example, the written translation of certain documents would be so burdensome as to defeat the legitimate objectives of the program, written translation will not be required. In these cases, other ways of providing meaningful access, such as effective oral interpretation of certain vital documents, may suffice to meet the requirements of Title VI.

A **“Safe Harbor”** means that if the recipient provides written translations in certain circumstances, such action will be deemed strong evidence of compliance with the recipient’s written-translation obligations under Title VI.

Strong evidence of compliance with Title VI under the “Safe Harbor” provision involves providing written translations of vital documents for each language group of LEP persons that constitutes 5% of the population or 1,000 persons, whichever is less, eligible to be served or likely to be affected or encountered by the recipient. In the case of SJATSO, only the Spanish-speaking population fits either of those thresholds. If that 5% is composed of less than 50 persons, then translation of vital documents can be provided orally. Also, under the “Safe Harbor” provision, oral translation of non-vital documents is deemed sufficient to meet the requirements of Title VI.

SJATSO is mindful of the fact that the “Safe Harbor” provision applies only to the translation of written documents. It does not affect the requirement to provide meaningful access to LEP persons through competent oral interpreters where oral language services are needed and reasonable to provide on an advance request basis.

As shown above, the LEP population of the metropolitan area does surpass the threshold of 1,000 people, with Spanish-speaking LEP population totaling 1,501 individuals. However, due to the limited frequency of contact and lack of requests, the cost of translation at this time outweighs the benefits.

Services and Assistance Measures

Many options exist to increase the accessibility of SJATSO's programs and plans. Among them include (but are not limited to):

- "I Speak" card, provided by the U.S. Census Bureau to help quickly identify a language someone speaks.
- Rapid identification of the language a person speaks allows for simple translations of single phrases or pages on-demand using translation applications or websites.
- Staff has made contact with the Spanish Department at Missouri Western State University for volunteer services in translating executive summaries and handouts; Missouri Western has several international students who could act as community volunteers in translating key materials upon request.
- Google translate was added to the website allowing individuals to translate the web materials to any language supported by Google. Similar various translating applications are available and generally reliable for simple translations.
- The Title VI plan and other documents have been formatted to suit screen reader programs for residents with visual impairments.
- There is a list of certified interpreters from the Missouri Court System for reference. These interpreters are able to listen to oral comments and translate them in-person to SJATSO staff and vice versa. Additionally, one staff member is currently conversationally bilingual in Spanish, with another staff member identified at St. Joseph Transit as fluent in Spanish for immediate Spanish LEP needs.
- Keep staff members informed of the LEP guidance and support their LEP planning activities, as appropriate. Provide training as needed and maintain a record of language assistance requests for future assessment.
- Update plan consistently with the 3-year update cycle of Title VI and EJ requirements.
- Disseminate information to LEP community as part of the Civil Rights program as a whole, including LEP complaints in the Title VI complaint procedure and form.

Providing Notice

SJATSO will provide statements in public information and public notices, as outlined in Appendix A, that persons requiring language assistance or special accommodations will be provided, with reasonable advance notice to SJATSO. This language is also included on all plans and agendas.

Table 16 - Limited English Proficiency Plan Components

Limited English Proficiency Plan		
Guidance and resources	<u>Executive Order 13166 on Limited English Proficiency (LEP)</u>	Titled Improving Access to Services for Persons with Limited English Proficiency. Issued by President Clinton in 2000 to direct federal agencies to evaluate services provided and to implement a system that ensures that Limited English Proficiency persons are able to meaningfully access the services provided consistent with and without unduly burdening the fundamental mission of each federal agency. Established that differing treatment based upon a person's inability to speak, read, write or understand English is a type of national origin discrimination and directed each federal agency to publish guidance clarifying the obligation of recipients of federal assistance to ensure such discrimination does not occur.
	<u>Policy Guidance Concerning Recipients' Responsibilities to Limited English Proficient Persons</u>	Official guidance issued December 14, 2005, in response to Executive Order 13166.
	<u>USDOT Policy Guidance Concerning Recipients' Responsibilities to Limited English Proficient (LEP) Persons: A Handbook for Public Transportation Providers</u>	Issued by the FTA Office of Civil Rights, April 13, 2007. Includes a detailed explanation of requirements as well as guidance in selecting language assistance services, elements of an effective implementation plan, promising practices, and frequently asked questions.
MPO Role/ Responsibility	<ul style="list-style-type: none"> • Develop a LEP Plan that describes how the MPO intends to ensure that their metropolitan planning process upholds Executive Order 13166 so that all individuals regardless of English proficiency have access to the transportation decision making process • Submit to MoDOT a Title VI Annual report that includes details on the MPO's effort in regard to LEP compliance and activities by as requested • Handle any LEP complaints received per the complaint process outlined in the Plan and coordinate with the State DOT's Office of Civil Rights and Planning Division as appropriate • Evaluate the LEP Plan on a periodic basis and make any necessary updates to the plan • Provide LEP training and support for language assistance 	
Deadline	Review and update current LEP Plan on a periodic basis (typically in concurrence with 3-year Title VI update). Annual Report is due before year end, as requested.	

Americans with Disabilities Act (ADA)

SJATSO works to ensure the key programs, the prioritization of transportation improvements, and the publication of planning products (MTP, TIP, etc.), are accessible to individuals with disabilities. This includes having physically accessible offices and meeting locations, as well as an electronic presence that is compatible with assistive technologies used by individuals with disabilities.

ADA Transition Plan

For MPOs directly affiliated with a local government, completion of an ADA Transition Plan is vital. SJATSO's facilities are covered under the City of St. Joseph's ADA Plan, which is maintained by the Parks and Recreation Department. SJATSO annually certifies its compliance with the ADA law with the adoption of each new TIP. ADA Transition plans are required by federal regulation under 28 CFR 35.150 for MPOs with 50 or more employees, or in MPO-owned facilities; SJATSO is exempt from this requirement.

Program Access

All SJATSO meetings are held in ADA accessible buildings, whether at City Hall or a local Community Center. MPOs have two major 'programs' with which they focus on making accessible:

1. The planning and prioritizing of transportation improvements, and;
2. The publication of planning products (MTP, TIP, UPWP, etc.).

The planning and prioritizing of improvement programs often involve attending a meeting. The nature of this process is why all meetings are held in ADA compliant locations. The review of planning products can be done in a variety of ways. Plans are increasingly available electronically with internet-connected devices such as smartphones or computers. SJATSO posts notices and documents through the public libraries, the City of St. Joseph website, and associated social media; more information can be found in Appendix B.

Physical Accessibility

It is important to maintain an "accessible path" from the parking lot to the rooms where MPO meetings are held, and printed documents are available. Additionally, an accessible path should exist at all venues where the MPO holds public meetings; staff consistently assesses the current condition of this "accessible path" in its selection of MPO meeting locations.

Electronic Accessibility

Some individuals with disabilities rely on assistive technologies to access websites and electronic documents. These assistive technologies rely on the underlying structure of an electronic document or website to help users efficiently and easily navigate content. SJATSO attempts to accommodate best practices when designing its electronic presence whenever feasible using web accessibility evaluation tools as shown in Table 18.

Table 17 - Americans With Disabilities Act Plan and Programming

Americans With Disabilities Act Plan and Programming		
Guidance & Resources	<u>Americans with Disabilities Act of 1990 as amended, (42 U.S.C. §12101 et seq.)</u>	The provisions of the Americans with Disabilities Act of 1990. (Pub. L. 101-336, 104 Stat 327, as amended) prohibits discrimination on the basis of disability
	<u>Section 504 of the Rehabilitation Act of 1973 Implementing Regulation 49 CFR 27</u>	To ensure nondiscrimination in the award and administration of DOT-assisted contracts in the Department's highway, transit, and airport financial assistance programs
	<u>Title II of the Americans with Disabilities Act Implementing Regulation (28 CFR 35)</u>	This rule implements subtitle A of title II of the Americans with Disabilities Act, Pub. L. 101-336, which prohibits discrimination on the basis of disability by public entities.
	<u>SSA Guide: Producing Accessible Word and PDF Documents</u>	The Social Security Administration has a checklist for accessible document formatting; staff incorporates this incrementally as updates to documents occur
	<u>Web Accessibility Evaluation Tool</u>	An easy-to-use tool for evaluating the accessibility of SJATSO's website, used when uploading new content to create as accessible format as possible
MPO Role/ Responsibility	<ul style="list-style-type: none"> • Ensure an accessible path from the parking lot to the rooms where MPO meetings are held, and printed documents are available • Annually certify compliance with ADA law with the adoption of each new TIP • Evaluate the accessibility of the MPO's electronic presence i.e. through social media and website • Establish policies to ensure new document formatting principles are followed as needed <p>Report to state DOT(s) ADA activities as it relates to Title VI reporting as requested</p>	
Deadline	Report is due as requested	

APPENDIX A: Public Notice

Public Notice

In compliance with 49 CFR Section 21.9(d), the St. Joseph Area Transportation Study Organization (SJATSO) posts a notification on the SJATSO website and agendas. This notice provides the public with notification and guidance pertaining to SJATSO's complaint procedure and form. The paragraph below will be inserted into all significant publications that are distributed to the public, such as future versions and updates of the Metropolitan Transportation Plan (MTP). The text will be placed permanently on the SJATSO website and posted in SJATSO offices. The version below is the preferred text, but where space is limited, the abbreviated version can be used in its place.

The St. Joseph MPO (SJATSO) hereby gives public notice that it is the policy of the agency to assure full compliance with Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, Executive Order 12898 on Environmental Justice, and related statutes and regulations in all programs and activities. Title VI requires that no person in the United States of America shall, on the ground of race, color, or national origin, be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which SJATSO receives federal financial assistance. Any person who believes they have been aggrieved by an unlawful discriminatory practice by SJATSO under Title VI has a right to file a formal complaint with SJATSO. Any such complaint must be in writing and filed with SJATSO's Title VI Coordinator, Andy Clements (phone number: 816-271-4653, email address: aclements@stjosephmo.gov) within one hundred and eighty (180) days following the date of the alleged discrimination occurrence. For more information, or to obtain a Title VI Discriminatory Complaint Form, please visit <https://www.stjoemo.info/1004/Title-VI>, or call (816)-236-1471

Abbreviated Version

SJATSO fully complies with Title VI of the Civil Rights Act of 1964 and related statutes and regulations in all programs and activities. For more information, or to obtain a Title VI Complaint Form, please visit <https://www.stjoemo.info/1004/Title-VI> or call (816)-236-1471.

Noticia Pública para Título VI

Para cumplir con sección de 49 CFR 21.9(d), la organización de estudio de transportación del área de St. Joseph (SJATSO) postea una notificación en el sitio web de la ciudad de St. Joseph. Esta noticia provee al público la notificación y dirección que pertenece al procedimiento de denuncias sobre SJATSO y la forma apropiada. El párrafo abajo es parte de todas las publicaciones significantes que SJATSO distribuye al público, como nuevas versiones o adiciones al plan de transportación metropolitano (MTP). El texto está en el sitio web de la ciudad de St. Joseph, y está en las oficinas de SJATSO. La versión abaja es el texto preferido, pero donde no hay espacio suficiente, la versión abreviada también es apropiada.

St. Joseph MPO (SJATSO) por este medio da noticia pública que es la política de la agencia cumplir totalmente con Título VI del acto de derechos civiles de 1964, el acto de restauración de derechos civiles de 1987, el orden ejecutivo de numero 12898 sobre la justicia ambiental, y todas las leyes y estatutos en todas las programas y actividades. Título VI requiere que ninguna persona en los Estados Unidos de América, ni con motivo de raza, color, ni origen nacional, ni sea excluido de participación en, ni sea negado beneficios de, ni sea el sujeto de discriminación en ninguna programa ni actividad para el cual SJATSO recibe ayuda financiera del gobierno federal. Cualquier persona quien crea que son víctima de una práctica ilegal de SJATSO bajo título VI tiene derecho archivar la denuncia con SJATSO. Las denuncias tienen que ser escrito y archivado con el coordinador de título VI por SJATSO, Andy Clements (número: 816-271-4653, email: aclements@stjosephmo.gov) durante las ciento ochenta (180) días después del evento de discriminación afirmada. Para más información, o obtener una forma de denuncias sobre título VI y discriminación, por favor visite <https://www.stjoemo.info/1004/Title-VI>, o llame (816)-236-1471

Versión abreviada

SJATSO cumple totalmente con título VI del acto de derechos civiles de 1964 y todas las leyes y estatutos conectados en todas las programas y actividades. Para más información, u obtener una forma de denuncias sobre título VI y discriminación, por favor visite <https://www.stjoemo.info/1004/Title-VI>, o llame (816)-236-1471.

APPENDIX B: Public Participation

Public participation for the SJATSO is guided by the Public Participation Plan (PPP). The PPP outlines recommended methods to engage the public during the transportation planning and decision-making process. It also informs members of the public how they can be involved. Below is an excerpt of how SJATSO engages with the public. For the full plan, visit <https://www.stjoemo.info/DocumentCenter/View/10484/2017-PPP-SJATSO-Final> or contact staff for a physical copy.

Document Availability

When select major SJATSO documents, maps or programs are proposed to be changed, copies of the existing documents and the proposed changes will be made available during the public comment period at the following locations:

- Rolling Hills Public Library, 1904 N Belt Hwy, St. Joseph, MO 64506
- Rolling Hills Public Library, 514 W. Main Street, Savannah, MO 64485
- St. Joseph Public Library Districts, 927 Felix Street, St. Joseph, MO 64501
- Doniphan County Library District #1 – Elwood Branch, 410 N 9th Street, Wathena, KS 66090
- Doniphan County Library District #1 – Wathena Branch, P.O. Box 220, Troy, KS 66087
- St. Joseph City Hall, 1100 Fredrick Ave, 2nd Floor, Suite 202, St. Joseph, MO
- Documents are also published online at <https://www.stjoemo.info/863/Metropolitan-Planning-Organization>

As well, notices are published via local newspapers, advertisements and public notices, social media, posted to the SJATSO website, and included in the SJATSO quarterly newsletters.

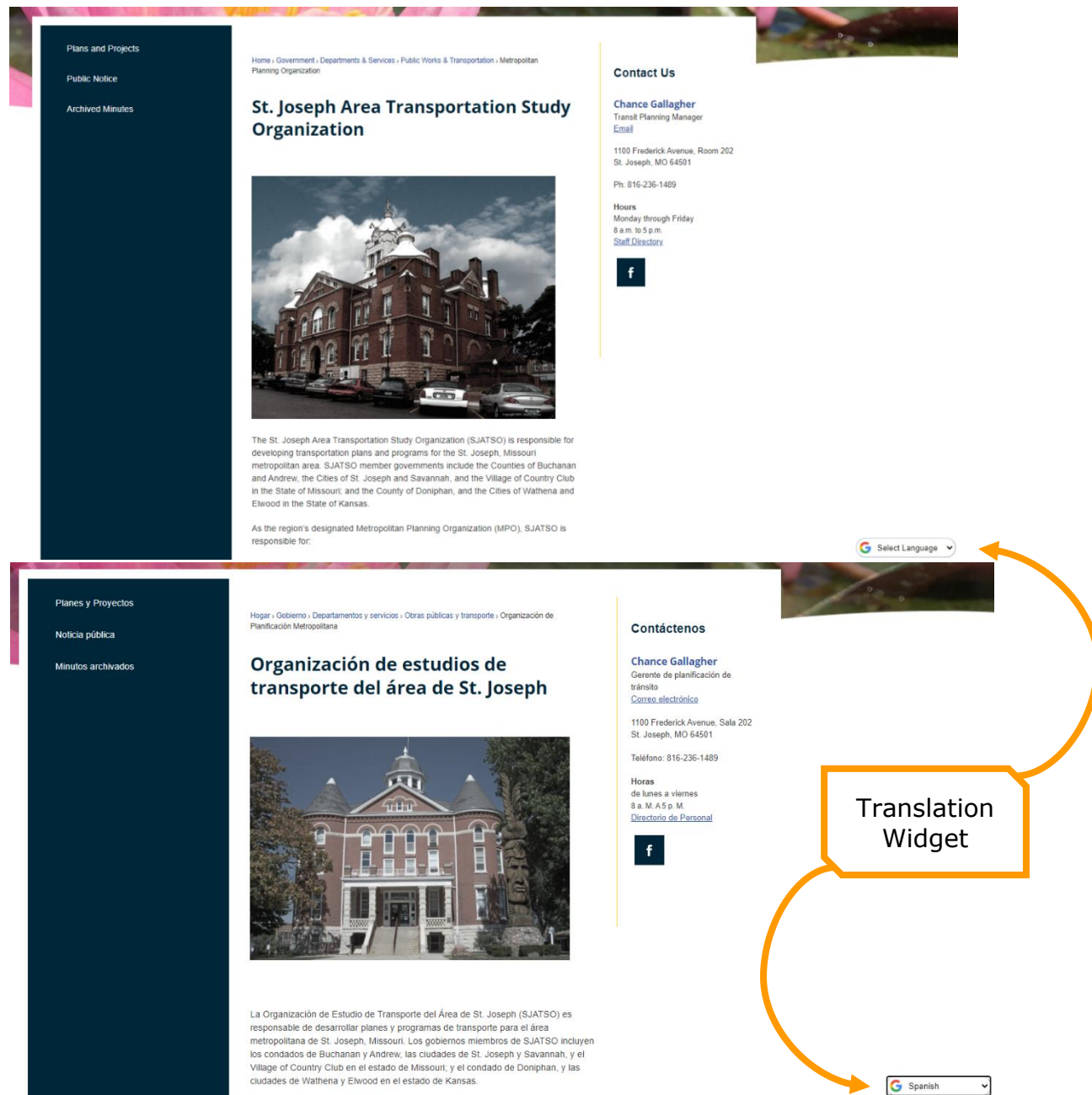
SJATSO staff also maintains lists of committee members, including the Coordinating and Technical committees, as well as standing committees and temporary SJATSO groups set up for specific projects (e.g., MTP update advisory committee, special studies. etc.), and interested members of the public. Members of the public can subscribe to the meeting agenda announcements and/or updates by contacting SJATSO at:

- By mail: 1100 Fredrick Ave, St. Joseph, MO 64501 Suite 202
- By phone: 816-236-1471
- By email: Chance Gallagher – cgallagher@stjosephmo.gov or Brandon Kanoy – bkanoy@stjosephmo.gov
- Online: <https://www.stjoemo.info/863/Metropolitan-Planning-Organization>

Accessibility for Minority and LEP Populations

SJATSO promotes the full and fair participation of all affected populations in the transportation decision-making process. Any SJATSO information, educational materials, and transportation planning participation opportunities will be equally accessible to all members of the community. This includes providing translation services as requested. An update to the website makes it fully translatable in any language supported by google via a widget in the bottom right-hand corner.

Figure 34 - Example of St. Joseph City Website Translated to Spanish



Accessibility for Minority and LEP Populations continued

In an effort to ensure public meetings are accessible for people with limited transportation, all Technical Committee meetings rotate among member cities and are always located in ADA accessible locations such as City Halls or community centers; this internal policy has been in place for eight years now and has increased member participation. Additionally, the engagement of stakeholder organizations that support minority services, data collection, analysis of available census data by GIS mapping, public comment, and other available sources is used to ensure the mobility needs of minorities are met.

APPENDIX C: Compliant Procedure

SJATSO has established a Title VI Complaint Procedure to provide guidance through the Title VI process that is compliant with the guidelines found in Chapter VII of the Federal Transit Administration Circular 4702.1B, dated October 1, 2012. SJATSO is responsible for providing guidance and guidelines pertaining to its complaint procedures against SJATSO. SJATSO's complaint process includes the following steps:

1. Identification of alleged act of discrimination:

Any person who feels that he or she, individually or as a member of any class of persons, on the basis of race, color, sex, national origin, or LEP has been excluded from or denied the benefits of, or subjected to discrimination caused by the MPO may file a written complaint with the MPO's Title VI Coordinator, Andy Clements (phone number: 816-271-4653, email address: aclements@stjosephmo.gov).

2. Submission of Complaint to SJATSO:

All alleged acts of discrimination shall be submitted to SJATSO immediately. Formal complaints shall be filed with SJATSO within 180 calendar days of the date in which the alleged act occurred. If the individual could not reasonably be expected to know the act was discriminatory within the 180-day period, the individual may file complaint up to 60 days after becoming aware. A complaint form is available for download at <https://www.stjoemo.info/1004/Title-VI> and is available in hard copy at the MPO office (also see Appendix D). Complaints should be mailed to:

St. Joseph Area Transportation Study Organization
Title VI Coordinator
1100 Frederick Avenue
St. Joseph, MO 64501

Note: Upon request, assistance in the preparation of any necessary written material will be provided to a person or persons as requested.

3. Referral to Review Officer:

Upon receipt of the complaint, MPO's Chairperson of the Coordinating Committee shall appoint one or more staff review officers, as appropriate, to evaluate and investigate the complaint, in consultation with an approved MPO Attorney. The Complainant shall meet with the staff review officer(s) to further explain his or her complaint. The staff review officer(s) shall complete their review no later than 45 calendar days after the date the MPO received the complaint. If more time is required, the MPO's Chairperson shall notify the Complainant of the estimated timeframe for completing the

review. Upon completion of the review, the staff review officer(s) shall make a recommendation regarding the merit of the complaint and whether remedial actions are available to provide redress. Additionally, the staff review officer(s) may recommend improvements to the MPO's processes relative to Title VI, as appropriate. The staff review officer(s) shall forward their recommendations to the MPO's Chairperson for concurrence. If the MPO's Chairperson concurs, he or she shall issue the MPO's written response to the Complainant. In the event that SJATSO staff and the MPO Chairperson feel that there is no Title VI violation, a letter of closure shall be issued to the complainant summarizing the allegations and providing reasoning as to why no violation occurred. If a violation in fact did occur, then a letter of finding shall be issued to the complainant stating the corrective action that is being taken. Either response will serve as final notification that the complaint has been resolved and closed.

Note: Upon receipt of a complaint, the MPO shall forward a copy of this complaint and the resulting written response to the appropriate MoDOT, KDOT, FHWA, and FTA Region VII contacts.

4. Request for Reconsideration:

If the Complainant disagrees with the MPO's Chairperson's response, he or she may request reconsideration by submitting the request, in writing, to the MPO's Chairperson within 10 calendar days after receipt of the MPO Chairperson's response. The request for reconsideration shall be sufficiently detailed to contain any items the Complainant feels were not fully understood. The MPO's Chairperson will notify the Complainant of his or her decision either to accept or reject the request for reconsideration within 10 calendar days. In cases where the MPO's Chairperson agrees to reconsider, the matter shall be returned to the staff review officer(s) to re-evaluate in accordance with Step 2 above.

5. Appeal:

If the request for reconsideration is denied, the Complainant may appeal the MPO Chairperson's response by submitting a written appeal to the MPO Policy Board no later than 10 calendar days after receipt of the MPO Chairperson's written decision rejecting reconsideration.

6. Submission of Complaint to the Kansas Department of Transportation and Missouri Department of Transportation:

If the Complainant is dissatisfied with the MPO's resolution of the complaint, they may also submit a written complaint within 180 days after the alleged date of discrimination to the State of Kansas

Department of Transportation and the State of Missouri Department
of Transportation for investigation.

Contact information to file a complaint with KDOT or MoDOT:

KDOT Office of Civil Rights Compliance
Eisenhower State Office Building
700 Southwest Harrison
3rd Floor West
Topeka, KS 66603

MoDOT External Civil Rights Division
Attn: Title VI Program Coordinator
1617 Missouri Blvd
P.O. Box 270
Jefferson City, MO 65102

APPENDIX D: Title VI Complaint Form

This form may be used to file a complaint with SJATSO for alleged violations of Title VI of the Civil Rights Act of 1964 and associated regulations. If you need assistance completing this form due to a physical impairment or other reasons, please contact us by phone at (816) 236-1471 or in person at the SJATSO office located at 1100 Frederick Avenue, Room 202, St. Joseph, MO 64501.



Greater St. Joseph Area
MPO
Metropolitan Planning Organization

Title VI Discriminatory Complaint Form

Only the complainant or the complainant's designated representative should complete this form.

NAME

STREET ADDRESS

CITY

STATE

ZIP CODE

HOME TELEPHONE

WORK TELEPHONE

FAX

Individual(s) discriminated against, if different from above (use additional page(s) if necessary):

NAME

STREET ADDRESS

CITY

STATE

ZIP CODE

HOME TELEPHONE

WORK TELEPHONE

FAX

PLEASE EXPLAIN YOUR RELATIONSHIP TO THE INDIVIDUAL(S) IN THIS SECTION [I.E. SPOUSE, PARENT, CHILD, ETC.]

Name of Agency and department or program that discriminated:

AGENCY AND DEPARTMENT NAME

NAME OF INDIVIDUAL (IF KNOWN)

STREET ADDRESS OF AGENCY/DEPARTMENT

CITY

STATE

ZIP CODE

TELEPHONE NUMBER

FAX

Dates of alleged discrimination:

DATE DISCRIMINATION BEGAN

LAST OR MOST RECENT DATE OF
DISCRIMINATION

Alleged discrimination:

Complaints should be filed within 180 days of the alleged discrimination. If you could not reasonably be expected to know the act was discriminatory within the 180-day period, you have 60 days after you became aware to file your complaint.

If your complaint is in regard to discrimination in the delivery of services or discrimination that involved the treatment of you or others by the agency or department indicated above, please indicate below the bases on which you believe these discriminatory actions were taken.

Example: If you believe that you were discriminated against because you are African American, you would mark either the box labeled race or the box labeled color and write *African American* in the space provided.

Example: If you believe the discrimination occurred because you are female, you would mark the box labeled sex and write *female* in the space provided.

☐
☐
☐
☐Race
Color
National Origin
Sex☐
☐
☐
☐Religion
Age
Disability
Income

Explain:

Please explain as clearly as possible what happened. Provide the name(s) of witnesses and others involved in the alleged discrimination. (Attach additional sheets if necessary and provide a copy of written materials pertaining to your case.)

SIGNATURE	DATE
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APPENDIX E: Complaints Received Log

SJATSO's practice and policies are established on nondiscriminatory measures. If a formal complaint arises, it will be addressed through the complaint procedure (see Appendix C). A list of complaints shall be kept and made available for semiannual reporting requirements. In compliance with 49 CFR Section 21.9(b), SJATSO shall continually update a list of complaints and investigations conducted. The list shall consist of lawsuits/official complaints against SJATSO that alleged discrimination is to have believed to occur, as exemplified below.

Complaints Received Log							
Complaint Date	Investigation Date	Lawsuit Date	Date Received	Date Resolved	Summary Including Basis of Complaint	Status	Action(s) Taken

List of Transit-Related Title VI Investigations, Complaints, and Lawsuits

Additionally, per Federal Transit Administration's Circular 4702.1B, Title VI plans should include a list of transit-related Title VI investigations, complaints, and lawsuits. At the time of this program's adoption, there were no known complaints lodged against St. Joseph Transit. The policy statement, complaint procedures, and complaint form for St. Joseph Transit can be found online, under the City of St. Joseph's Title VI page at: <http://www.stjoemo.info/index.aspx?NID=409>.

Compliance Review

The Kansas Department of Transportation (KDOT) and the Missouri Department of Transportation (MoDOT) conducted a Title VI compliance review of the MPO in the spring of 2016. There were no findings, only suggestions, which were incorporated into this document. KDOT will be performing such a review again in 2022, which SJATSO will use to better meet and exceed Title VI standards.

APPENDIX F: SJATSO Title VI Assurances

The United States Department of Transportation (USDOT) Standard Title VI/Non-Discrimination Assurances **DOT Order No. 1050.2A**

The St. Joseph Area Transportation Study Organization (SJATSO) (herein referred to as the "Recipient"), **HEREBY AGREES THAT**, as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation (DOT), through the FHWA and FTA, is subject to and will comply with the following:

Statutory/Regulatory Authorities

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- 49 C.F.R. Part 21 (entitled Non-discrimination In Federally-Assisted Programs Of The Department Of Transportation-Effectuation Of Title VI Of The Civil Rights Act Of 1964);
- 28 C.F.R. section 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964);

The preceding statutory and regulatory cites hereinafter are referred to as the "Acts" and "Regulations," respectively.

General Assurances

In accordance with the Acts, the Regulations, and other pertinent directives, circulars, policy, memoranda, and/or guidance, the Recipient hereby gives assurance that it will promptly take any measures necessary to ensure that:

"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity, "for which the Recipient receives Federal financial assistance from DOT, including the FHWA and FTA."

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress, with respect to Title VI and other Non-discrimination requirements (The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973), by restoring the broad, institutional-wide scope and coverage of these non-discrimination statutes and requirements to include all programs and activities of the Recipient, so long as any portion of the program is Federally assisted.

Specific Assurances

More specifically, and without limiting the above general Assurance, the Recipient agrees with and gives the following Assurances with respect to its Federally assisted St. Joseph Area Metropolitan Planning Organization (MPO):

1. The Recipient agrees that each "activity," "facility," or "program," as defined in §§ 21.23(b) and 21.23(e) of 49 C.F.R. § 21 will be (with regard to an "activity") facilitated, or will be (with regard to a "facility") operated, or will be (with regard to a "program") conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.
2. The Recipient will insert the following notification in all solicitations for bids, Requests For Proposals for work, or material subject to the Acts and the Regulations made in connection with all St. Joseph Area Metropolitan Planning Organization (MPO) and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

"The St. Joseph Area Transportation Study Organization (SJATSO), in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award."
3. The Recipient will insert the clauses of Appendix A and E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.
6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real

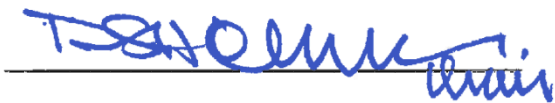
property, the Assurance will extend to rights to space on, over, or under such property.

7. That the Recipient will include the clauses set forth in Appendix C and Appendix D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Recipient with other parties:
 - a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.
8. That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods:
 - a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
 - b. the period during which the Recipient retains ownership or possession of the property.
9. The Recipient will provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.
10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

By signing this ASSURANCE, St. Joseph Area Transportation Study Organization (SJATSO) also agrees to comply (and require any sub-recipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing the St. Joseph Area Metropolitan Planning Organization (MPO) access to records, accounts,

documents, information, facilities, and staff. You also recognize that you must comply with any program or compliance reviews, and/or complaint investigations conducted by the St. Joseph Area Metropolitan Planning Organization (MPO)]. You must keep records, reports, and submit the material for review upon request to St. Joseph Area Metropolitan Planning Organization (MPO) or its designee in a timely, complete, and accurate way. Additionally, you must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance.

St. Joseph Area Transportation Study Organization (SJATSO) gives this ASSURANCE in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal-aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. Department of Transportation under the St. Joseph Area Metropolitan Planning Organization (MPO). This ASSURANCE is binding in the States of Kansas and Missouri, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors', transferees, successors in interest, and any other participants in the St. Joseph Area Metropolitan Planning Organization (MPO). The person(s) signing below is authorized to sign this ASSURANCE on behalf of the Recipient.



Robert Dempster
MPO Coordinating Committee Chair

DATED 29 Nov 2021



Brandon Kanoy
Transportation Planner

DATED 29 Nov 2021

APPENDIX A

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees as follows:

1. **Compliance with Regulations:** The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to Non-discrimination in federally-assisted programs of the U.S. Department of Transportation, FHWA and FTA, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Non-discrimination:** The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.
3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to Non-discrimination on the grounds of race, color, or national origin.
4. **Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or the FHWA and FTA to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Recipient or the FHWA and FTA, as appropriate, and will set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance:** In the event of a contractor's noncompliance with the Non-discrimination provisions of this

contract, the Recipient will impose such contract sanctions as it or the FHWA and FTA may determine to be appropriate, including, but not limited to:

- a. withholding payments to the contractor under the contract until the contractor complies; and/or
- b. cancelling, terminating, or suspending a contract, in whole or in part.

6. **Incorporation of Provisions:** The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement as the Recipient or the FHWA and FTA may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

APPENDIX B

CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

The following clauses will be included in deeds effecting or recording the transfer of real property, structures, or improvements thereon, or granting interest therein from the United States pursuant to the provisions of Assurance 4:

NOW, THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that the St. Joseph Area Transportation Study Organization (SJATSO) will accept title to the lands and maintain the project constructed thereon in accordance with the Fixing America's Surface Transportation "FAST ACT" Section 1105; 23 U.S.C. 117, the Regulations for the Administration of St. Joseph Area Metropolitan Planning Organization (MPO), and the policies and procedures prescribed by the FHWA and FTA of the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S Department of Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 U.S.C. § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the St. Joseph Area Transportation Study Organization (SJATSO) all the right, title and interest of the U.S. Department of Transportation in and to said lands described in Exhibit A attached hereto and made a part hereof.

(HABENDUM CLAUSE)

TO HAVE AND TO HOLD said lands and interests therein unto St. Joseph Area Transportation Study Organization (SJATSO) and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and will be binding on the St. Joseph Area Transportation Study Organization (SJATSO), its successors and assigns.

The St. Joseph Area Transportation Study Organization (SJATSO), in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person will on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [,] [and]* (2) that the St. Joseph Area Transportation Study Organization (SJATSO) will use

the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended [, and (3) that in the event of breach of any of the above-mentioned non-discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said land, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction]*.

(*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to make clear the purpose of Title VI.)

APPENDIX D

CLAUSES FOR CONSTRUCTION/USE/ACCESS TO REAL PROPERTY ACQUIRED UNDER THE ACTIVITY, FACILITY OR PROGRAM

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by St. Joseph Area Transportation Study Organization (SJATSO) pursuant to the provisions of Assurance 7(b):

- A. The (grantee, licensee, permittee, etc., as appropriate) for themselves, their heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds and leases add, "as a covenant running with the land") that (1) no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land, and the furnishing of services thereon, no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended, set forth in this Assurance.
- B. With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above Non-discrimination covenants, St. Joseph Area Transportation Study Organization (SJATSO) will have the right to terminate the (license, permit, etc., as appropriate) and to enter or re-enter and repossess said land and the facilities thereon, and hold the same as if said (license, permit, etc., as appropriate) had never been made or issued.*
- C. With respect to deeds, in the event of breach of any of the above Non-discrimination covenants, St. Joseph Area Transportation Study Organization (SJATSO) will there upon revert to and vest in and become the absolute property of St. Joseph Area Transportation Study Organization (SJATSO) and its assigns. *

(*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.)

APPENDIX E

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees to comply with the following non-discrimination statutes and authorities; including but not limited to:

Pertinent Non-Discrimination Authorities:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21;
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 USC § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.F.R. parts 37 and 38;
- The Federal Aviation Administration's Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures Non-discrimination against minority populations by discouraging programs,

policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;

- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of Limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq).

Appendix G: Title VI and Environmental Justice Supplemental Information

Table 18 - Components for Title VI and Environmental Justice

Title VI/Environmental Justice (EJ)		
Guidance & Resources	<u>MoDOT's Title VI Program</u>	Primary goal is to ensure all management staff, contractees, and service beneficiaries are aware of the provisions of Title VI and the responsibilities associated with Title VI of the Civil Rights Act of 1964.
	<u>Title VI of the Civil Rights Act of 1964</u>	"No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."
	<u>49 CFR Part 21</u>	Addresses nondiscrimination in federally assisted programs of the US DOT—effectuation of the provisions Title VI of the Civil Rights Act of 1964.
	<u>23 CFR Part 200</u>	
	<u>42 U.S.C. § 2000d-1</u>	Addresses discrimination based on race, color, and national origin in any program or activities financed by Federal aid.
	<u>The 1973 Federal-aid Highway Act 23 U.S.C. § 324</u>	23 USC 324 is a reaction by UDSOT to help address how the department will affect title VI.
	<u>The 1975 Age Discrimination Act 42 U.S.C. § 12101</u>	Adds age to the list of protections.
	<u>Pub. L. 109-59 § 1101(b) under 23 U.S.C. 403</u>	Enforces Title VI prohibition against discrimination on the basis of national origin.
	<u>Civil Rights Restoration Act of 1987 (PL 100-209)</u>	Broadened the scope, coverage, and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities: to include all of the programs or activities of Federal-aid recipients and contractors, whether such programs or activities are Federally funded or not.

Title VI/Environmental Justice (EJ)		
Guidance & Resources	<u>Section 504 of the Rehabilitation Act Of 1973</u>	One of the first U.S. federal civil rights laws offering protection for people with disabilities. It set precedents for subsequent legislation for people with disabilities.
	<u>The 1970 Uniform Act (42USC 4601)</u>	As reflected in 49 CFR Part 24. Clarifies requirements to meet modern needs and improve the service to individuals and businesses affected by Federal or federally-assisted projects.
	<u>Executive Order 12898 on Environmental Justice (EJ)</u>	<p>Issued by President Clinton in 1994 to direct federal attention to develop strategies to address many structural issues facing low-income populations.</p> <p>Further amplifies Title VI by providing that "each Federal agency shall make achieving environmental justice part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority populations and low-income populations."</p>

Title VI/Environmental Justice (EJ)		
MPO Role/Responsibility	General	<ul style="list-style-type: none"> The Assistant Director of Public Works for the City of St. Joseph, Missouri is responsible for ensuring implementation of the MPO's Title VI Program and assumes the role of MPO Title VI Coordinator. The Title VI Coordinator is responsible for coordinating the overall administration of this document and will: <ul style="list-style-type: none"> Ensure that all aspects of the planning/programming process operation and environmental justice work comply with Title VI requirements including providing a notice that the agency complies with Title VI and outline procedures the public may follow to file a discrimination complaint. Meet with appropriate staff members to monitor and discuss progress, implementation, and compliance issues related to the MPO's Title VI program; periodically review the MPO's Title VI program to assess if administrative procedures are effective, staffing is appropriate, and adequate resources are available to ensure compliance. Assess communications and public involvement strategies to ensure adequate participation of impacted Title VI protected groups and address additional language needs when needed. Ensure inclusion of Title VI language in contracts and Requests for Qualifications (RFQ). Process Title VI complaints received by the MPO, described in Appendix C. Identify, investigate, and work to eliminate discrimination when found to exist. Review important Title VI-related issues with the MPO Policy Board's Chairperson, as needed. Staff will: <ul style="list-style-type: none"> Establish, maintain, and update a Title VI procedures manual (this document) containing general information pertaining to the administration of the MPO's Title VI program, as well as related documents such as the Title VI Discriminatory Complaint Form and process, a Limited English Proficiency Plan, and signed assurances describing how SJATSO intends to ensure the planning process upholds Title VI. Develop and submit an Annual Progress Report to MoDOT; to be reviewed by the Title VI Coordinator. Monitor program compliance and the implementation of the Civil Rights Program.
	Unified Planning Work Program (UPWP)	<ul style="list-style-type: none"> Reporting roles, duties, tasks associated with civil rights need to be document in the UPWP.

Title VI/Environmental Justice (EJ)		
MPO Role/Responsibility	Metropolitan Transportation Plan (MTP)	<ul style="list-style-type: none"> • Include a system level EJ Analysis; review of impacts that planned projects to ensure burdens and benefits are distributed across racial and socio-economic groups. Establish a process and criteria for selecting cost-feasible projects that minimize or avoid disproportionately high and adverse effects. • Preparation of a Coordinated Public Transit-Human Services Transportation Plan.
	Transportation Improvement Program (TIP)	<ul style="list-style-type: none"> • Document public involvement efforts. • Ensure proposed projects are evaluated for their effects on low-income and minority populations in an EJ Analysis. Projects may be evaluated with regards to cost, location, inclusion of multimodal amenities, the type of project, and/or access to transit.
	Public Participation Plan (PPP)	<ul style="list-style-type: none"> • Ensure compliance with previously adopted nondiscrimination statement. • Outline procedures to ensure inclusive participation by all citizens.
Deadline	Review and update current Title VI/EJ Program every 3 years. Annual Report is due before year end, as requested.	

APPENDIX H: Title VI Program Requirements Checklist

Below is a summary of the required contents of a Title VI Program, as well as the location in this document where more information on these requirements can be found.

FTA Circular 4702.1B-General Requirements (Chapter III)

1. Title VI Notice to the Public, including a list of locations where the notice is posted
Found in: Appendix B
2. Title VI Complaint Procedures (i.e., instructions to the public regarding how to file a Title VI discrimination complaint)
Found in: Appendix C
3. Title VI Complaint Forum
Found in: Appendix D
4. List of transit-related Title VI investigations, complaints, and lawsuits
Found in: Appendix E
5. Public Participation Plan, including information about outreach methods to engage minority and Limited English Proficient (LEP), as well as a summary of outreach efforts made since the last Title VI Program Submission
Found in: Appendix B
6. Language Assistant Plan for providing language assistance to persons with Limited English Proficiency (LEP), based on the DOT LEP Guidance
Found in: LEP section
7. Description of membership including non-elected committees and councils, the membership of which is selected by the recipient, brown down by race, and description of the process the agency uses to encourage the participation of minorities on such committees
Found in: SJATSO Boards and Committees section
8. Primary recipients shall include a description of how the agency monitors its sub recipients for the compliance with Title VI, and a schedule of sub recipient Title VI Program submissions
Exempt: SJATSO is a sub recipient of the state DOTs and is not directly responsible for monitoring activities of Title VI

9. A Title VI equity analysis is required if the recipient has constructed a facility, such as a vehicle storage facility, maintenance facility, operation center, etc.

Exempt: SJATSO has not constructed any of the above

10. Additional information as specified in Chapter IV, V, and VI, depending on whether the recipient is a transit provider, a State, or a Planning Entity

See below

FTA Circular 4702.1B-Requirements of MPOs (Chapter VI)

1. All requirements set out in Chapter III (General Requirements)

See above

2. The requirements set out in Chapter IV (Transit Provider) if the MPO is a provider of fixed route public transportation.

Exempt: SJATSO is not the transit provider

3. Demographic profile of the metropolitan area.

Found in: Metropolitan Demographic Profile section

4. A description of the procedures by which the mobility needs of minority populations are identified and considered within the planning process.

Found in: Title VI and Environmental Justice in Practice subsection

5. Demographic maps that show the impacts of the distribution of State and Federal funds in the aggregate for public transportation projects.

Found in: Title VI and Environmental Justice in Practice subsection

6. Analysis of the MPO's transportation system investments that identifies and addresses any disparate impacts.

Found in: Title VI and Environmental Justice in Practice subsection

7. Description of the procedures the agency uses to ensure nondiscriminatory pass through of FTA financial assistance (If requested).

Exempt: SJATSO is not a primary recipient

8. Description of the procedures the agency uses to provide assistance to potential sub recipients in a nondiscriminatory manner.

Exempt: SJATSO is not a primary recipient

Additional Requirements

1. A copy of board meeting minutes, resolution, or other appropriate documentation showing the board of directors or appropriate governing entity or official(s) responsible for policy decisions reviewed and approved the Title VI Program. For State DOT's, the appropriate governing entity is the State's Secretary of Transportation or equivalent. The approval must occur prior to submission to FTA.

Found in: Appendix I

APPENDIX I: Copy of Minutes Approving Title VI Program

ST. JOSEPH AREA TRANSPORTATION STUDY

COORDINATING COMMITTEE

4th Floor Conference room – City Hall – St. Joseph

12:00 to 1:00 – November 18, 2021

Voting members present:

Bob Dempster	Citizen-At-Large Representative
Bryan Carter	St. Joseph City Manager
Madison Davis	St. Joseph City Council Member
Marty Novak	St. Joseph City Council Member
Kent O'Dell	St. Joseph City Council Member
Ron Hook	Buchanan County Commissioner
Ashley Albers	Village of Country Club Representative
Bruce Lundy	City of Savannah Administrator

Voting members not present:

Colonel John Cluck	Doniphan County Commissioner
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Staff members present:

Chance Gallagher	City of St. Joseph
Brady McKinley	City of St. Joseph
Andy Clements	City of St. Joseph
Brandon Kanoy	City of St. Joseph
Ashley Parker	City of St. Joseph
Chris Connally	City of St. Joseph
Abe Forney	City of St. Joseph
Paula Heyde	St. Joseph City Clerk

Others present:

Marty Liles	MoDOT
Shannon Kusilek	MoDOT
Bill McMurray	St. Joseph City Mayor
Russel Moore	St. Joseph City Council Member
PJ Kovac	St. Joseph City Council Member

OPENING REPORTS

A. Chairman Bob Dempster called the meeting to order.

B. Roll Call. A quorum was present.

NEW BUSINESS

A. **Call for Proxies of Voting Members:** A proxy form was given to each member to fill out. This allows each member to have a backup for the meetings in case of their absence. No action needed: FYI.

- B. Title VI Draft:** Brandon Kanoy gave a brief update on the Title VI program. The maps, numbers, figures, and tables have all been updated, along with new added information. It has been out for public comment, with no comments received and has also been sent to MoDOT, KDOT, Federal Highway and Federal Transit. Any suggestions or recommendations have been addressed or added. If approved this will be in place for 3 years, from 2022-2025. Kent O'Dell motioned to approve the Title VI draft. Marty Novak seconded the motion. The Title VI Draft was unanimously approved.
- C. UPWP:** This is the yearly work plan; it outlines everything the MPO will do in the next year, along with the consultant working the Metropolitan Transportation Plan and the Transit Development Plan. Some highlights include traffic counts, updating all of the modeling information with the new census data coming out. Also, going back to the standards and starting back up the bike to work week, park day, and hopefully walk to school day. The UPWP also includes general tasks, TIP, current planning, safety, non-motorized planning. The difference with this one, compared to other years, is what AECOM will be doing. Marty Novak motioned to approve the UPWP Kent O'Dell seconded the motion. The UPWP was unanimously approved.
- D. Safety Performance Measures:** Brandon Kanoy presented the Committee with a slideshow with the updated yearly Performance Measures. The voting will be to approve the state targets that's been set. The five measures that will need approved include the number of fatalities, fatality rate per 100 VMT, number of serious injuries, severe injury per 100 million VMT, and the number of non-motorized fatalities and serious injuries. This is the methodology the state used to reach all of their targets, specifically MoDOT. No funding or penalties is attached, it is just something that needs approved yearly. Ashley Albers motioned to approve the Safety Performance Measures. Marty Novak seconded the motion. The Safety Performance Measures were unanimously approved.
- E. 2022 Meeting Updates:** A schedule of 2022 meetings was given to the members. No action needed: FYI.
- F. Functional Classification Update:** Two recent intersection updates recommend a classification change. The first one is at Cook Road and Savannah Road. Cook Road was extended to St. Joseph Avenue, which changed the traffic pattern. A portion of Savannah Road was removed and stubbed, along with the intersection at St. Joseph Avenue. The recommendation for Cook Road is to extend the Minor Arterial to the new section. The recommendation for Savannah Road is to remove the Minor Arterial classification and add local road to the remaining section. The second intersection is at Karnes Road and Northwest Parkway. A section of Karnes Road was removed and alignment changed to intersect with NW Parkway. The traffic pattern along NW Parkway has changed between Karnes to St. Joseph Avenue. Karnes Road recommendation is to add major collector to new alignment to NW Parkway. Recommendation for NW Parkway is to change to a major collector from Karnes Road to St. Joseph Avenue, currently it is classified as a local road. Marty Novak motioned to approve the Functional Classifications changes. Kent O'Dell seconded the motion. The Functional Classification changes were unanimously approved.

MISCELLANEOUS

- A. Other Items- Tier 3 and Multimodal update:** Shannon Kusilek gave a brief update about the unfunded needs list.

B. Public Comment: A discussion over the I-229 Bridge updated was talked over, concerning the final five options, timelines, and public meetings.

Next Meeting: February 17th, 2022, 12:00-1:00pm, Fourth Floor Conference Room

OTHER/ ADJORNMENT

With no other comments and items on the agenda, Bob Dempster asked for a motion, Ron Hook motioned to adjourn, Madison Davis seconded the motion. With general consent the meeting was adjourned.